RESTATED TERMS AND CONDITIONS OF CONTRACT

DATED: AUGUST 26, 2008

ISSUED BY

THE GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES (AUTHORIZING BODY)

TO

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

CONFIRMING THE STATUS OF

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

AS AN

URBAN HIGH SCHOOL ACADEMY CORPORATION AUTHORIZED TO OPERATE ONE OR MORE URBAN HIGH SCHOOL ACADEMIES

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Contract to Charter One or More Urban High School Academies

Pursuant to Part 6c of the Revised School Code ("Code"), being Sections 380.521 to 380.529 of the Michigan Compiled Laws, the Grand Valley State University Board of Trustees ("University Board") authorizes The Public School Academies of Detroit Corporation (the "Academy") to operate one or more urban high school academies, as defined below. Each School shall commence on the dates set forth in Schedule 11. The Parties agree that the issuance of this Contract is subject to the following Terms and Conditions:

ARTICLE I

DEFINITIONS

Section 1.1. <u>Certain Definitions</u>. For purposes of this Contract, and in addition to the terms defined throughout this Contract, each of the following words or expressions, whenever capitalized, shall have the meaning set forth in this section:

- a) Academy means the Michigan non-profit corporation authorized by this Contract.
- b) Academy Board means the Board of Directors of the Academy authorized by this Contract. Academy Board member or Academy Director means an individual who is a member of the Academy Board, whether in the past, present or future.
- c) Applicable Law means all state and federal law applicable to urban high school academies.
- d) **Applicant** means the entity that submitted the urban high school academy application to the University for the establishment of the Academy.
- e) **Application** means the urban high school academy application and other documentation submitted to the University for the establishment of one or more urban high school academies.
- f) Authorizing Resolution means the resolution(s) adopted by the University Board that, among other things, approve the issuing of a Contract to the Academy to operate one or more urban high school academies.
- g) Code means the Revised School Code, Act No. 451 of the Public Acts of 1976, as amended, being Sections 380.1 to 380.1852 of the Michigan Compiled Laws.
- h) Contract Administrator means the entity that has been granted, pursuant to section 529 of the Code, certain responsibilities by the Academy Board and University Board, as set forth in this Contract. In the event that the Contract Administrator performs services that meet the Code's definition of the types of services provided by an Educational Management Company, the Contract

- Administrator shall comply with the Code requirements for an Educational Management Company.
- i) Contract means, in addition to the definition set forth in the Code, the Terms and Conditions and the Schedules.
- j) Educational Management Company means a person or entity that meets the Code's definition of an Educational Management Company, including the entity that has entered, or entities that may in the future enter, into an agreement with the Academy to provide comprehensive educational, administrative, management, or instructional services or staff to the Academy.
- k) Fund Balance Deficit means the Academy has more liabilities than asset at the end of any given fiscal year, and includes any fiscal year where the Academy would have had a budget deficit but for a financial borrowing from, or monetary contribution by, the Contract Administrator, an Educational Management Company or other person or entity to the Academy. If the Academy receives a gift or grant of money or financial support from the Contract Administrator, an Educational Management Company or other person or entity that does not require repayment by the Academy, and is not conditioned upon the actions or inactions of the Academy Board, then such gift or grant shall not constitute a financial borrowing or contribution for purposes of determining a Fund Balance Deficit.
- Master Calendar of Reporting Requirements (MCRR) means the compliance certification duties required of the Academy by the University Board. The University Board may amend the MCRR each fiscal year or at such other times as deemed appropriate by the University President. These changes shall be automatically incorporated into the Contract and shall be exempt from the Contract amendment procedures under Article IX of these Terms and Conditions.
- m) Method of Selection Resolution means the resolution adopted by the University Board providing for the method of selection, length of term, number of Academy Board members, qualification of Board Academy members and other pertinent provisions related to the Academy Board.
- n) **Schedules** mean the schedules incorporated into and part of the Terms and Conditions.
- o) School means one or more urban high school academies the Academy is authorized to operate under this Contract.
- p) Terms and Conditions means this document.
- q) University means Grand Valley State University established pursuant to Article VIII, Sections 4 and 6 of the Michigan Constitution of 1963 and MCL 390.841 et seq.

- r) University Board means the Grand Valley State University Board of Trustees.
- s) University Charter Schools Hearing Panel or Hearing Panel means such person(s) as designated by the University President.
- t) University Charter Schools Office or CSO means the office the University Board, by issuance of this Contract, hereby designates as the point of contact for urban high school academy applicants and urban high school academies authorized by the University Board. The University Charter Schools Office is also responsible for managing, implementing, and overseeing the University Board's responsibilities with respect to the Contract.
- University Charter Schools Office Director or CSO Director means the person designated by the University President to administer the operations of the University Charter Schools Office.
- v) University President means the President of Grand Valley State University or his or her designee.
- Section 1.2. Schedules. All Schedules to this Contract are part of this Contract.
- Section 1.3. <u>Statutory Definitions</u>. Statutory terms defined in the Code shall have the same meaning in this Contract.
- Section 1.4. <u>Application</u>. Portions of the Applicant's Application have been incorporated into this Contract. In the event that there is an inconsistency or dispute between materials in the Application and the Contract, the language or provisions in the Contract shall control.
- Section 1.5. Conflicting Contract Provisions. In the event that there is a conflict between language contained in the provisions of this Contract, the Contract shall be interpreted as follows: (i) the Method of Selection Resolution shall control over any other conflicting language in the Contract; (ii) the Authorizing Resolution shall control over any other conflicting language in the Contract with the exception of language in the Method of Selection Resolution; (iv) the Terms and Conditions shall control over any other conflicting language in the Contract with the exception of language in the Method of Selection Resolution and the Authorizing Resolution; and (v) the Articles of Incorporation shall control over any other conflicting language in the Contract with the exception of language in the Method of Selection Resolution, Authorizing Resolution and these Terms and Conditions.

ARTICLE II

ROLE OF GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES AS AUTHORIZING BODY

Section 2.1. <u>University Board Resolutions</u>. For purposes of this Contract, the University Board has adopted the following resolutions:

- (a) Method of Selection Resolution. The University Board has adopted the Method of Selection Resolution which is incorporated into this Contract as part of Schedule 1. At anytime and at its sole discretion, the University Board may amend the Method of Selection. Upon University Board approval, changes to the Method of Selection Resolution shall automatically be incorporated into this Contract and shall be exempt from the amendment procedures under Article IX of the Terms and Conditions.
- (b) <u>Authorizing Resolutions</u>. The University Board has adopted the Authorizing Resolutions which are incorporated into this Contract as part of Schedule 1.
- Section 2.2. <u>Method for Monitoring Academy's Compliance with Applicable Law and Performance of its Targeted Educational Outcomes</u>. The University Board has the responsibility to oversee the Academy's compliance with the Contract and all Applicable Law. The Academy shall perform the compliance certification duties required by the University Board as outlined in the Contract and MCRR incorporated into this Contract as Schedule 5. Additionally, the Academy shall be responsible for the following:
 - a) The Academy shall provide the Charter Schools Office with copies of reports and assessments concerning the educational outcomes achieved by pupils attending the Academy and shall provide necessary approvals for the Charter Schools Office to access electronic information received or stored by the State of Michigan including, but not limited to, the Department of Education or other agency authorized by the State to collect school data.
 - b) In the event that the University President determines that the Academy's educational outcomes should be reviewed to help determine if the Academy is meeting the educational goals set forth in the Schedules, the University President, at his or her discretion, may require an objective evaluation of student performances by an educational consultant, acceptable to both the Academy and the University President. The Academy shall pay for the expense of the evaluation. In addition, at any time, the University President may require an evaluation of student performance to be selected by and at the expense of the University. The Academy shall cooperate with the evaluation, including any student testing required.
 - The Academy shall submit audited financial statements, including auditor's management letters and any exceptions noted by the auditors, to the University Charter Schools Office. The financial statements and auditor's management letters shall be submitted to the University Charter Schools Office within ninety (90) days after the end of the Academy's fiscal year.
 - d) The Academy shall provide the University Charter Schools Office with a copy of the proposed annual budget for the upcoming fiscal year of the Academy no later than July 1st. The Academy Board is responsible for establishing, approving and amending the annual budget in accordance with the Uniform Budgeting and Accounting Act, MCL 141.421 et seq., and for providing all amendments and

- revisions to the University Charter Schools Office following Academy Board approval.
- e) The Academy shall provide to the University Charter Schools Office minutes of all Academy Board meetings no later than fourteen (14) days after such meeting.
- f) Within ten (10) days of receipt, the Academy shall notify the University Charter Schools Office of correspondence received from the Department of Education or State Board of Education that requires a written or formal response.
- g) Within ten (10) days of receipt, the Academy shall report to the University Charter Schools Office and the University Counsel Office any litigation or formal proceedings alleging violation of Applicable Law or contractual agreement against the Academy, its officers, employees, agents, and/or contractors.
- h) The Academy shall permit review of the Academy's records and inspection of its premises at any time by representatives of the University. Normally, such inspections shall occur during the Academy's hours of operation and after advance notice to the Academy.
- Section 2.3. Reimbursement of University Board Costs. The Academy shall pay the University Board an administrative fee of 3% of the state school aid payments received by the Academy. This fee shall be retained by the University Board from each state school aid payment received by the University Board for forwarding to the Academy. This fee shall compensate the University Board for overseeing the Academy's compliance with the Contract and all Applicable Law. The University's use of the administrative fee shall be governed by the Code.
- Section 2.4. <u>University Board as Fiscal Agent for the Academy</u>. The University Board is the fiscal agent for the Academy. The University Board shall promptly, within three (3) business days, forward to the Academy all state school aid funds or other public or private funds received by the University Board for the benefit of the Academy. The University Board shall retain any amount owed to the University Board by the Academy pursuant to this Contract. For purposes of this section, the responsibilities of the University Board, the State of Michigan, and the Academy are set forth in the Fiscal Agent Agreement incorporated herein as Schedule 4.
- Section 2.5. <u>Authorization of Employment</u>. The Academy may employ or contract with personnel. If the Academy contracts for personnel with an Educational Management Company, the University's authorization shall not be effective unless and until the agreement complies with Section 11.12 of these Terms and Conditions. With respect to Academy employees, the Academy shall have the power and responsibility to (i) select and engage employees; (ii) pay their wages; (iii) dismiss employees; and (iv) control the employees' conduct, including the method by which the employee carries out his or her work. An employee hired by the Academy shall be an employee of the Academy for all purposes and not an employee of the University for any purpose. The Academy shall be responsible for carrying worker's compensation insurance and unemployment insurance for its employees.
- Section 2.6. <u>Financial Obligations of the Academy are Separate from the State of Michigan, University Board and the University.</u> Any contract, mortgage, loan or other

instrument of indebtedness entered into by the Academy and a third party shall not in any way constitute an obligation, either general, special, or moral, of the State of Michigan, the University Board, or the University. Neither the full faith and credit nor the taxing power of the State of Michigan or any agency of the State, nor the full faith and credit of the University Board or the University shall ever be pledged for the payment of any Academy contract, mortgage, loan or other instrument of indebtedness.

Section 2.7. Academy Has No Power To Obligate or Bind State of Michigan, University Board or the University. The Academy has no authority whatsoever to enter into any contract or other agreement that would financially obligate the State of Michigan, University Board or the University, nor does the Academy have any authority whatsoever to make any representations to lenders or third parties, that the State of Michigan, University Board or the University in any way guarantee, are financially obligated, or are in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the Academy.

Section 2.8. Contract Administrator; Limits on Authority. The Code permits the University Board and the Academy to define the role of the Contract Administrator. In accordance with section 529(c) of the Code, MCL 380.529(c), the Contract Administrator shall have such authority as delegated by the Academy Board to carryout its duties and responsibilities, as further defined in the agreement between the Academy and the Contract Administrator. Notwithstanding any provision agreed to by the Contract Administrator and the Academy, the Contract Administrator shall not be authorized to carry out any duty or responsibility that cannot be legally delegated by the Academy to the Contract Administrator. For purposes of this Contract, non-delegable duties shall include the following: (i) selection and nomination of individuals to serve on the Academy Board; (ii) approval or amendment of this Contract; (iii) voluntary termination of this Contract by the Academy Board; (iv) the decision to dissolve and wind-up the business affairs of the Academy and (v) expulsion of Academy students.

ARTICLE III

REQUIREMENT THAT ACADEMY ACT SOLELY AS GOVERNMENTAL AGENCY OR ENTITY AND POLITICAL SUBDIVISION

Section 3.1. <u>Governmental Agency or Entity and Political Subdivision</u>. The Academy shall act exclusively as a governmental entity and political subdivision.

Section 3.2. Other Permitted Activities. Nothing in this Contract shall prohibit the Academy from engaging in other lawful activities that are not in derogation of the Academy's status as a public school or that would not jeopardize the eligibility of the Academy for state school aid funds. Subject to Section 2.5 of Article II of the Terms and Conditions, the Academy may enter into agreements with other public schools, public school academies, governmental units, businesses, community and nonprofit organizations where such agreements contribute to the effectiveness of the Academy or advance education in this state.

ARTICLE IV

PURPOSE

Section 4.1. <u>Academy's Purpose</u>. The Academy Board shall identify the purpose or mission of each School. Any subsequent change to a School's purpose or mission shall be carried out by amendment in accordance with Article IX of these Terms and Conditions. Each School's stated purpose or mission shall be set forth in the Schedules.

ARTICLE V

CORPORATE STRUCTURE OF THE ACADEMY

Section 5.1. Articles of Incorporation. Unless amended pursuant to Section 9.2 of Article IX herein, the Articles of Incorporation of the Academy, as set forth in Schedule 2, shall be the Articles of Incorporation of the Academy. The Academy Board represents to the University Board that Schedule 2 includes all amendments to the Academy's Articles of Incorporation as of the date set forth above.

Section 5.2. <u>Bylaws</u>. Unless amended pursuant to Section 9.3 of Article IX herein, the Bylaws of the Academy, as set forth in Schedule 3, shall be the Bylaws of the Academy. The Academy Board represents to the University Board that Schedule 3 includes all amendments to the Academy's Bylaws as of the date set forth above.

ARTICLE VI

OPERATING REQUIREMENTS

- Section 6.1. <u>Governance Structure</u>. The Academy shall be organized and administered under the direction of the Academy Board and pursuant to the governance structure as set forth in its Bylaws. The Academy's Board of Directors shall meet at least six times per fiscal year, unless another schedule is mutually agreed upon by the University President and the Academy.
- Section 6.2. <u>Contributions and Fund Raising</u>. The Academy may solicit and receive contributions and donations as permitted by law. No solicitation shall indicate that a contribution to the Academy is for the benefit of the University. The University shall not be required to receive any contributions or donations for the benefit of the Academy. If the University receives contributions or donations for the benefit of the Academy, it shall forward such funds to the Academy within three (3) business days of receipt.
- Section 6.3. <u>Educational Goals and Programs</u>. The Academy shall pursue the educational goals and programs identified for each School and contained in the Schedules. Such goals and programs may be amended pursuant to Section 9.1 of Article IX of the Terms and Conditions.
- Section 6.4. <u>Curriculum</u>. The Academy shall have flexibility in developing, realigning, and implementing the curriculum identified in the Schedules. Any changes to the curricula shall be administered pursuant to Section 9.1 of Article IX of the Terms and Conditions, and such

proposed curricula shall be designed to achieve the Academy's overall educational goals and State's educational assessment objectives.

Section 6.5. <u>Methods of Accountability</u>. In addition to those set forth in this Section 6.5, the Academy shall evaluate each School and its pupils' work based on the assessment strategies identified in the Schedules. The Academy shall provide the University Charter Schools Office with copies of reports, assessments and test results concerning the following:

- a) educational outcomes achieved by pupils attending each School and other reports reasonably requested by the University Charter Schools Office;
- b) an assessment of each School's student performance at the end of each academic school year or at such other times as the University Board may reasonably request;
- c) an annual education report in accordance with the Code;
- d) an annually administered nationally recognized norm-referenced achievement test to each School's grade configuration or a program of testing approved by the University Charter Schools Office Director; and
- e) all tests required under Applicable Law.

The University Board may use such reports, assessments and test results in making its decision to continue, suspend, terminate or revoke the Contract or the Academy's authorization to operate a particular School(s).

Section 6.6. <u>Staff Responsibilities</u>. Subject to Section 2.5 of Article II of the Terms and Conditions, the University Board authorizes the Academy to employ or contract with personnel for each School as set forth in the Schedules.

Section 6.7. <u>Admission Policy</u>. The Academy shall comply with all admissions policies and criteria required by Applicable Law. A copy of the Academy's admission policies and criteria is set forth in the Schedules.

Section 6.8. <u>School Calendar/School Day Schedule</u>. The Academy shall comply with all minimum standards governing the length of the school term, minimum number of days and hours of instruction required by Applicable Law.. The Academy agrees to make available to the CSO Office a copy of the School Calendar/School Day Schedule for each School no later than July 1st. A copy of the School Calendar/School Day Schedule shall be automatically incorporated into the Schedules, without the need for an amendment under Article IX of the Terms and Conditions.

Section 6.9. <u>Age/Grade Range of Pupils Enrolled</u>. The Academy is authorized to operate a Kindergarten through Twelve Grade (K-12) Configuration for each School. Within five (5) years from commencing operations, each School operated by the Academy shall offer grades 9 through 12. The current Age/Grade Range of Pupils Enrolled in each School is set forth in the Schedules. The Academy may add additional programs in the future, pursuant to Section 9.1 of Article IX of the Terms and Conditions.

Section 6.10. <u>Annual Financial Audit</u>. The Academy shall conduct an annual financial audit prepared and reviewed by an independent certified public accountant in accordance with generally accepted governmental auditing principles.

Section 6.11. Address and Description of Proposed Site(s). Pursuant to section 522(5) of the Code, MCL 380.522(5), the University Board authorizes the Academy to operate the Schools, each with a grade configuration of Kindergarten through Twelfth Grade (K-12), at the site or sites identified the Schedules. The proposed addresses and descriptions of each School's proposed site or sites, as well as the address of each School's central administrative office, is set forth in the Schedules. For purposes of this Contract, the Academy shall be in violation of the single site restrictions set forth in the Code if the Academy operates any School at another site or sites without first obtaining the written authorization of the University Board.

Following Academy Board and University Board approval, proposed changes to the address and description of any School site or sites, including the addition of any new site or sites that constitute the equivalent of a separate contract under section 524(1) of the Code, MCL 380.524(1), shall be incorporated into this Contract by amendment.

- Section 6.12. <u>Accounting Standards</u>. The Academy shall at all times comply with generally accepted public sector accounting principles.
- Section 6.13. <u>Placement of University Student Interns</u>. The Academy may be a placement site for University students who are in education or other pre-professionals in training to serve in public schools. Such placement shall be without charge to the University and subject to other terms and conditions as the Academy and the University agree.
- Section 6.14. <u>Disqualified Organizational or Contractual Affiliations</u>. The Academy shall comply with all state and federal law applicable to public schools concerning church-state issues. To the extent disqualified under the state or federal constitutions, the Academy shall not be organized by a church or other religious organization and shall not have any organizational or contractual affiliation with or constitute a church or other religious organization. Nothing in this Section shall be deemed to diminish or enlarge the civil and political rights, privileges and capacities of any person on account of his or her religious belief.

ARTICLE VII

TUITION PROHIBITED

Section 7.1. <u>Tuition Prohibited</u>; <u>Fees and Expenses</u>. The Academy shall not charge tuition. The Academy may impose fees and require payment of expenses for activities of the Academy where such fees and payments are not prohibited by law.

ARTICLE VIII

COMPLIANCE WITH PART 6C OF THE CODE AND OTHER LAWS

Section 8.1. Compliance with Part 6c of the Code. The Academy shall comply with Part 6c and other parts of the Code that apply to urban high school academies. With the exception of

- Part 6a of the Code, the Academy shall comply with other provisions of the Code applicable to public school academies.
- Section 8.2. Compliance with State School Aid Act. In order to assure that funds are available for the education of pupils, the Academy shall comply with all applicable provisions of the State School Aid Act of 1979, as amended from time to time. The Academy may expend funds from the State School Aid Act for any purpose permitted by the State School Aid Act of 1979 and may enter into contracts and agreements determined by the Academy as consistent with the purposes for which the funds were appropriated.
- Section 8.3. Open Meetings Act. Pursuant to Section 522(3)(a) of the Code, the Academy Board shall conduct all of its meetings in accordance with the Michigan Open Meetings Act, Act No. 267 of the Public Acts of 1976, as amended, being Sections 15.261 to 15.275 of the Michigan Compiled Laws.
- Section 8.4. Freedom of Information Act. Pursuant to Section 522(3)(b) of the Code, the records of the Academy shall be records subject to the provisions of the Michigan Freedom of Information Act ("FOIA"), Act No. 442 of the Public Acts of 1976, as amended, being Sections 15.231 to 15.246 of the Michigan Compiled Laws. The Academy Board shall designate a freedom of information coordinator to assure compliance with FOIA and other applicable law providing for public disclosure or for protection of privacy.
- Section 8.5. <u>Public Employees Relation Act</u>. Pursuant to Section 522(3)(c) of the Code, the Academy shall comply with Act No. 336 of the Public Acts of 1947, being Sections 423.201 to 423.217 of the Michigan Compiled Laws. Organizational efforts and collective bargaining agreements, if any, with employees of the Academy shall be the responsibility of the Academy.
- Section 8.6. <u>Prevailing Wage on State Contracts</u>. Pursuant to Section 522(3)(d), the Academy shall comply with the Prevailing Wage on State Contracts statute, Act No. 166 of the Public Acts of 165, being Sections 408.551 to 408.558 of the Michigan Compiled Laws.
- Section 8.7. <u>Uniform Budgeting and Accounting Act.</u> Pursuant to Section 522(3)(g), the Academy shall comply with the Uniform Budgeting and Accounting Act, Act No. 2 of the Public Acts of 1968, being MCL 141.421 to 141.440a.
- Section 8.8. Revised Municipal Finance Act of 2001. Pursuant to Section 522(3)(h), the Academy shall comply with the Revised Municipal Finance Act of 2001, Act No. 34 of the Public Acts of 2001, being MCL 141.2101 to 141.2821 of the Michigan Compiled Laws.
- Section 8.9. <u>Non-discrimination</u>. The Academy shall be separately responsible for compliance with applicable laws pertaining to equal opportunity and anti-discrimination laws such as the Elliott-Larsen Civil Rights Act, Act No. 453 of the Public Acts of 1976, as amended, being MCL 37.2101 to 37.2804, the Michigan Handicappers' Civil Rights Act, Act No. 22 of the Public Acts of 1976, as amended, being MCL 37.1101 to 37.1607, and Subtitle A of Title II of the Americans with Disabilities Act of 1990, Public Law 101-336, 42 USC & 12101 et seq. or any successor law.

Section 8.10. Other State Laws. The Academy shall comply with other state laws which are applicable to urban high school academies. Nothing in this Contract shall be deemed to apply any other state law to the Academy.

Section 8.11. <u>Federal Laws</u>. The Academy shall comply with federal laws which are applicable to urban high school academies. Nothing in this Contract shall be deemed to apply any other federal law to the Academy.

ARTICLE IX

AMENDMENT

Section 9.1. <u>Process for Amending the Contract</u>. Either party may propose changes in this Contract or may propose a meeting to discuss potential revision of this Contract. Except as provided in Sections 2.1, 5.1 and 6.11, the University Board delegates to its University President the review and approval of changes or amendments to this Contract. The Academy Board may delegate the same authority to the Academy Board President. The Contract shall be amended upon agreement and approval of the respective authorized designees.

Section 9.2. Process for Amending the Articles. The Academy Board, or any authorized designee of the Academy Board, may propose changes to the Academy's Articles of Incorporation. The Academy shall be authorized to make such changes to its Articles upon a majority vote of the University Board members attending a University Board meeting. Upon University Board approval, the Academy Board's authorized designee is authorized to file the amendment to the Academy's Articles of Incorporation with the Michigan Department of Labor and Economic Growth, Bureau of Commercial Services. Upon receipt of the filed amendment, the Academy shall forward the filed amendment to the University Charter Schools Office. The filed amendment shall be automatically incorporated into Schedule 2 of this Contract upon receipt of the amendment by the University Charter Schools Office. If the University identifies a provision in the Articles of Incorporation that violates or conflicts with this Contract, due to a change in law or for other reasons, after approval has been given, it shall notify the Academy Board in writing and the Academy Board shall amend the Articles of Incorporation to make them consistent with the Contract. If the change is requested by the University, the University shall reimburse the Academy for the filing fees payable to the Michigan Department of Labor and Economic Growth.

Section 9.3. Process for Amending the Bylaws. The Academy Board shall submit proposed Bylaw changes to the Charter Schools Office, for review and comment, at least thirty (30) days prior to Academy Board adoption. The Academy's Bylaws, and any subsequent or proposed changes to the Academy's Bylaws, shall not violate or conflict with the Contract. If at any time the University identifies a provision in the Academy Board's Bylaws that violates or conflicts with Applicable Law or this Contract, the Academy Board's Bylaw shall be automatically void and the Academy Board shall amend the identified provision to be consistent with Applicable Law and the Contract. The amendment shall be automatically incorporated into Schedule 3 of the Contract upon receipt by the University Charter Schools Office of a duly authorized Academy Board bylaw change made in accordance with this Section 9.3.

ARTICLE X

CONTRACT REVOCATION, SUSPENSION, AND TERMINATION

Section 10.1. <u>Statutory Grounds for Revocation</u>. This Contract may be revoked by the University Board upon a determination by the University Board, pursuant to the procedures set forth in Section 10.3, that one or more of the following has occurred:

- a) Failure of the Academy to abide by and meet the educational goals set forth in this Contract;
- b) Failure of the Academy to comply with all Applicable Law;
- c) Failure of the Academy to meet generally accepted public sector accounting principles; or
- d) The existence of one or more other grounds for revocation as specified in this Contract.

Section 10.2. Other Grounds for Revocation. In addition to the statutory grounds for revocation set forth in Section 10.1, the University Board may, in its sole discretion, revoke this Contract pursuant to the procedures set forth in Section 10.3 upon a determination that one or more of the following has occurred:

- a) The Academy is insolvent, has been adjudged bankrupt, or has operated for one or more school fiscal year(s) with a Fund Balance Deficit;
- b) The Academy has insufficient enrollment to successfully operate a School, or the Academy has lost more than twenty-five percent (25%) of its student enrollment in a School from the previous school year;
- c) The Academy defaults in any of the terms, conditions, promises or representations contained in or incorporated into this Contract;
- d) The Academy files amendments to its Articles of Incorporation with the Michigan Department of Labor and Economic Growth, Bureau of Commercial Services without first obtaining University Board approval;
- e) The University discovers grossly negligent, fraudulent or criminal conduct by the Applicant, the Academy's directors, officers, employees or agents in relation to their performance under this Contract;
- f) The Applicant, the Academy's directors, officers or employees have provided false or misleading information or documentation to the University in connection with the University Board's approval of the Application, the issuance of this Contract, or the Academy's reporting requirements under this Contract or Applicable Law;

- g) The Academy fails to offer grades 9 through 12 within 5 years after commencing operations at any School;
- h) The Academy violates the single site restrictions set forth in the Code or the Academy operates at a separate site or sites that constitutes the issuance of a contract under Section 524 of the Code, MCL 380.524, without the prior written authorization of the University Board; or
- i) The University Board, its trustees, officers, employees, agents or representatives are not included as third party beneficiaries under any educational management agreement entered into by the Academy for purposes of indemnifying such parties in accordance with Section 11.12 of the Terms and Conditions.

Section 10.3. <u>University Board Procedures for Revoking Contract</u>. The University Board's process for revoking the Contract is as follows:

- a) Notice of Intent to Revoke. The CSO Director or other University Representative, upon reasonable belief that such grounds for revocation of the Contract exist, shall notify the Academy Board of such grounds by issuing the Academy Board a Notice of Intent to Revoke for non-compliance with the Contract or Applicable Law. The Notice of Intent to Revoke shall be in writing and shall set forth in sufficient detail the alleged grounds for revocation.
- b) Academy Board's Response. Within thirty (30) days of receipt of the Notice of Intent to Revoke, the Academy Board shall respond in writing to the alleged grounds for revocation. The Academy Board's response shall be addressed to the CSO Director, and shall either admit or deny the allegations of non-compliance. If the Academy's response includes admissions of non-compliance with the Contract or Applicable Law, the Academy Board's response must also contain a description of the Academy Board's plan and time line for correcting the non-compliance with the Contract or Applicable Law. If the Academy's response includes a denial of non-compliance with the Contract or Applicable Law, the Academy's response shall include sufficient documentation or other evidence to support a denial of non-compliance with the Contract or Applicable Law. A response not in compliance with this section shall be deemed to be non-responsive. As part of its response, the Academy Board may request that a meeting be scheduled with the CSO Director prior to a review of the Academy Board's response.
- c) Plan of Correction. Within fifteen (15) days of receipt of the Academy Board's response or after a meeting with Academy Board representatives, whichever is sooner, the CSO Director shall review the Academy Board's response and determine whether a reasonable plan for correcting the deficiencies can be formulated. If the CSO Director determines that a reasonable plan for correcting the deficiencies set forth in the Notice of Intent to Revoke can be formulated, the CSO Director shall develop a plan for correcting the non-compliance ("Plan of Correction"). In developing a Plan of Correction, the CSO Director is permitted to adopt, modify or reject some or all of the Academy Board's response for correcting the deficiencies

outlined in the Notice of Intent to Revoke. The Notice of Intent to Revoke shall be withdrawn if the CSO Director determines any of the following: (i) the Academy Board's denial of non-compliance is persuasive; (ii) the non-compliance set forth in the Notice of Intent to Revoke has been corrected by the Academy Board; or (iii) the Academy Board has successfully completed the Plan of Correction. In the event the Notice of Intent to Revoke is withdrawn, the CSO Director shall notify the Academy Board, in writing, of such withdrawal.

- d) Plan of Correction Shall Include Conditions to Satisfy University Board's Contract Reconstitution Obligation. As part of the Plan of Correction, the CSO Director shall reconstitute the Academy in an effort to improve student educational performance and to avoid interruption of the educational process. An attempt to improve student educational performance may include, but is not limited to, one of the following actions: (i) removal of 1 or more members of the Academy Board members; (ii) termination of at-will board appointments of 1 or more Academy Board members; (iii) withdrawal of Academy's authorization to contract with Educational Management Company; or (iv) the appointment of a new Academy Board of Directors or a trustee to take over operations of the Academy.
- e) Request for Revocation Hearing. The CSO Director or other University Representative, may initiate a revocation hearing before the University Charter Schools Hearing Panel if the CSO Director determines that any of the following has occurred:
 - i) the Academy Board has failed to timely respond to the Notice of Intent to Revoke as set forth in Section 10.3(b);
 - ii) the Academy Board's response to the Notice of Intent to Revoke is non-responsive;
 - iii) the Academy Board's response admits violations of the Contract or Applicable Law which the CSO Director deems cannot be remedied or cannot be remedied in an appropriate period of time, or for which the CSO Director determines that a Plan of Correction cannot be formulated;
 - iv) the Academy Board's response contains denials that are not supported by sufficient documentation or other evidence showing compliance with the Contract or Applicable Law;
 - v) the Academy Board has not complied with part or all of a Plan of Correction established in Section 10.3(c);
 - vi) the Academy Board has engaged in actions that jeopardize the financial or educational integrity of the Academy; or
 - vii) the Academy Board has been issued multiple or repeated Notices of Intent to Revoke.

The CSO Director or other University Representative shall send a copy of the Request for Revocation Hearing to the Academy Board at the same time the request is sent to the Hearing Panel. The Request for Revocation Hearing shall identify the reasons for revoking the Contract.

- f) Hearing before University Charter Schools Hearing Panel. Within thirty (30) days of the date of a Request for Revocation Hearing, the Hearing Panel shall convene a revocation hearing. The Hearing Panel shall provide a copy of the Notice of Hearing to the University Charter Schools Office and the Academy Board at least ten (10) days before the hearing. The purpose of the Hearing Panel is to gather facts surrounding the CSO Director's request for Contract revocation, and to make a recommendation to the University Board on whether the Contract should be revoked. The revocation hearing shall be held at a location, date and time as determined by the CSO Director or other University Representative. The hearing shall be transcribed by a court reporter and the cost of the court reporter shall be divided equally between the University and the Academy. The CSO Director or his or her designee, and the Academy Board or its designee, shall each have equal time to make their presentation to the Hearing Panel. Although each party is permitted to submit affidavits and exhibits in support of their positions, the Hearing Panel will not hear testimony from any witnesses for either side. The Hearing Panel, may, however, question the CSO Director and one or more members of the Academy Board. Within thirty (30) days of the Revocation Hearing, the Hearing Panel shall make a recommendation to the University Board concerning the revocation of the Contract. In its discretion, the Hearing Panel may extend any time deadline set forth in this subsection. A copy of the Hearing Panel's recommendation shall be provided to the University Charter Schools Office and the Academy Board at the same time that the recommendation is sent to the University Board.
- g) University Board Decision. If the Hearing Panel's recommendation is submitted to the University Board at least fourteen (14) days before the University Board's next regular meeting, the University Board shall consider the Hearing Panel's recommendation at its next regular meeting and vote on whether to revoke the Contract. The University Board reserves the right to modify, reject or approve all or any part of the Hearing Panel's recommendation. The University Board shall have available copies of the Hearing Panel's recommendation and the transcript of the hearing. The University Board may waive the fourteen (14) day submission requirement or hold a special board meeting to consider the Hearing Panel's recommendation. A copy of the University Board's decision shall be provided to the University Charter Schools Office, the Academy Board and the Michigan Department of Education.
- h) <u>Effective Date of Revocation</u>. If the University Board votes to revoke the Contract, the revocation shall be effective on the date of the University Board's act of revocation, or at a later date as determined by the University Board, but no later than the last day of the Academy's current academic year.
- Disposition of State School Aid Funds. Notwithstanding any other provision of the Contract, any state school aid funds received by the University Board after a recommendation is made by the Hearing Panel to revoke the Contract, or a decision by the University Board to revoke the Contract, may be held by the University Board and returned to the Michigan Department of Treasury.

j) <u>Disposition of District Code Number</u>. Notwithstanding any other provision of the Contract, after a recommendation is made by the Hearing Panel to revoke the Contract, or a decision by the University Board to revoke the Contract, the district code number shall remain under the direction and control of the State Board of Education and/or its designated representative.

Section 10.4. <u>Contract Suspension</u>. The University Board's process for suspending the Contract is as follows:

- a) University President Action. If the University President determines, in his or her sole discretion, that conditions or circumstances exist that the Academy Board (i) has placed the health or safety of Academy staff and/or students at risk; (ii) is not properly exercising its fiduciary obligations to protect and preserve the Academy's public funds and property; (iii) has lost its right to occupancy of the physical facilities described in Section 6.11, and cannot find another suitable physical facility for the Academy prior to the expiration or termination of its right to occupy its existing physical facilities or (iv) has willfully or intentionally violated this Contract or Applicable Law, the University President may immediately suspend the Contract. If the conditions or circumstances involve an alleged violation of Sections 10.1 or 10.2, the University President is authorized to suspend the Contract immediately pending completion of the procedures set forth in Section 10.3. Unless otherwise specified in the suspension notice, the Academy shall cease operations on the date on which the suspension notice is issued. A copy of the suspension notice, setting forth the grounds for suspension, shall be sent to the Academy Board and to the Hearing Panel, if applicable. If this subsection is implemented, the notice and hearing procedures set forth in Section 10.4 shall be expedited as much as possible.
- b) <u>Disposition of State School Aid Funds</u>. Notwithstanding any other provision of the Contract, any state school aid funds received by the University Board after a decision by the University President to suspend the Contract, shall be retained by the University Board for the Academy until the Contract is reinstated, or shall be returned to the Michigan Department of Treasury.
- c) Immediate Revocation Proceeding. If the Academy Board, after receiving a Suspension Notice from the University President continues to engage in conduct or activities that are covered by the suspension notice, the Hearing Panel may immediately convene a Revocation Hearing in accordance with the procedures set forth in Section 10.3(e) of the Terms and Conditions. The Hearing Panel has the authority to accelerate the time line for revoking the Contract, provided that notice of the revocation hearing shall be provided to the University Charter Schools Office and the Academy Board at least five (5) days before the hearing. If the Hearing Panel determines that the Academy Board has continued to engage in conduct or activities that are covered by the suspension notice, the Hearing Panel may recommend revocation of the Contract. The University Board shall proceed to consider the Hearing Panel's recommendation in accordance with Section 10.3(f) through (i).

Section 10.5. Grounds and Procedures for Academy Termination of Contract. At anytime and for any reason, the Academy Board may terminate this Contract. The Academy Board shall notify the CSO Director in writing of the request for the termination of the Contract not less than ten (10) calendar months in advance of the effective date of termination. The University Board, in its sole discretion, may waive the ten (10) month requirement. A copy of the Academy Board's resolution approving the Contract termination, including a summary of the reasons for terminating the Contract, shall be included with the written termination request.

Section 10.6. Superintending Control in the Event of an Emergency; Appointment of Conservator. Notwithstanding any other provision of the Contract, when the University Board determines that conditions or circumstances exist to lead the University Board to believe that the health, safety, educational or economic interest of the Academy or its students is at risk, the University Board may exercise superintending control over the Academy pending completion of the procedures described in Sections 10.3 and 10.7. The University Board may appoint a conservator to manage the day to day operations of the Academy in place of the Academy Board. A conservator appointed by the University Board shall have all the powers and authority of the Academy Board under this Contract and Applicable Law. Upon the appointment of a conservator, the appointment and term of office for each Academy Board member shall cease. If this section has been implemented and the Hearing Panel determines the revocation to be appropriate, the revocation shall become effective immediately upon the University Board's decision.

Section 10.7. <u>Termination by University Board</u>. The University Board, in its sole discretion, reserves the right to terminate the Contract for any reason provided that such termination shall not take place less than one (1) year from the date of the University Board's action. The University Charter Schools Office shall provide notice of the termination to the Academy. If during the period between the University Board action to terminate and the effective date of termination, the Academy has violated the Contract or Applicable Law, the Contract may be revoked or suspended sooner or the University Board may take superintending control actions pursuant to this Article X.

Following issuance of this Contract, if there is a change in Applicable Law that the University Board, in its sole discretion, determines impairs its rights and obligations under the Contract or requires the University Board to make changes in the Contract that are not in the best interest of the University Board or the University, then the University Board may terminate the Contract at the end of the Academy's school fiscal year in which the University Board's decision to terminate is adopted.

Section 10.8. <u>School Authorization Termination</u>. If the Academy for any reason is unable to enroll students and conduct classes within (12) twelve months from the identified opening date at any School, then the University Board's authorization for that particular School is automatically terminated without further action of the parties. The University Board may waive this (12) twelve month requirement by written permission prior to the conclusion of the (12) twelve month period.

Section 10.9. <u>Adverse University Board Action Against Academy Site Constituting Separate Contract</u>. If the University Board has authorized the Academy to operate at different

sites under this Contract, and those different sites constitute a separate contract for purposes of section 524 of the Code, then the University Board, at its sole discretion, may take action under the applicable section of this Article X, to revoke, suspend or terminate a permitted site constituting a contract for purposes of Section 524 of the Code, without acting on or adversely affecting the Academy's authority to operate under this Contract or the Academy's authority to operate another School not subject to such action. If applicable, the University Board shall identify the School constituting a contract for purposes of Section 524 of the Code in any notice issued under this Article X.

ARTICLE XI

PROVISIONS RELATING TO URBAN HIGH SCHOOL ACADEMIES

- Section 11.1. <u>Grand Valley State University Faculty Employment in the Academy</u>. Subject to the ability of the Academy to reach separate agreement on the terms, the Academy is permitted to use University faculty as classroom teachers in any grade and at any School.
- Section 11.2. <u>The Academy Faculty Appointment to Grand Valley State University Faculty</u>. Nothing in this Contract shall prohibit a member of the Academy faculty from being appointed to or serving as a member of the University faculty.
- Section 11.3. <u>Student Conduct and Discipline</u>. The Academy Board shall adopt, abide by and enforce its own set of written policies concerning student conduct and student discipline.
- Section 11.4. <u>Insurance</u>. The Academy shall secure and maintain in its own name as the "first named insured" at all times the following insurance coverage:
 - a) Property insurance covering all of the Academy's real and personal property, whether owned or leased;
 - b) General/Public Liability with a minimum of one million dollars (\$1,000,000) per occurrence and two million dollars (\$2,000,000) aggregate (Occurrence Form);
 - c) Auto Liability (Owned and Non-Owned) with a minimum of one million dollars (\$1,000,000) (Occurrence Form);
 - d) Workers' Compensation or Workers' Compensation without employees "if any" insurance (statutory limits) and Employers' Liability insurance with a minimum of five hundred thousand dollars (\$500,000);
 - e) Errors & Omissions insurance including Directors & Officers and School Leaders Errors & Omissions Liability insurance with a minimum of one million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) aggregate (Claims Made or Occurrence Form);
 - f) Crime including employee dishonesty insurance with a minimum of five hundred thousand dollars (\$500,000);

g) Employment Practices Liability insurance with a minimum of one million dollars (\$1,000,000) per claim/aggregate (Claims Made or Occurrence Form).

The insurance must be obtained from a licensed mutual, stock, or other responsible company licensed to do business in the State of Michigan. The insurance carrier(s) must be an "A" best rating or better. The Academy may join with other public school academies to obtain insurance if the Academy finds that such an association provides economic advantages to the Academy, provided that each Academy maintains its identity as first named insured.

The Academy shall list the University Board and the University on the insurance policies as an additional insured on insurance coverage listed in (b), (c), (e) and (g) above. The Academy shall have a provision included in all policies requiring notice to the University, at least thirty (30) days in advance, upon termination or non-renewal of the policy or of changes in insurance carrier or policy limit changes. In addition, the Academy shall provide the University President copies of all insurance certificates and endorsements required by this Contract. The Academy shall also provide to the University President an entire copy of the insurance policies. The Academy may expend funds for payment of the cost of participation in an accident or medical insurance program to insure protection for pupils while attending school or participating in a school program or activity. Other insurance policies and higher minimum may be required depending upon academic offerings and program requirements.

The Academy understands that the University's insurance carrier periodically reviews the types and amounts of insurance coverage that the Academy must secure in order for the University to maintain insurance coverage for authorization and oversight of the Academy. In the event that the University's insurance carrier requests additional changes in coverage identified in this Section 11.4, the Academy agrees to comply with any additional changes in the types and amounts of coverage requested by the University's insurance carrier within thirty (30) days after notice of the insurance coverage change.

Section 11.5. <u>Transportation</u>. The Academy Board may enter into contract with other school districts or other persons, including municipal and county governments, for the transportation of the Academy students to and from school and for field trips. In addition, the Academy Board may use funds received from state school aid payments to pay for student transportation. In the event that the Academy Board contracts for transportation services, the Academy Board shall ensure that the company providing the transportation services is properly licensed in accordance with Applicable Law, and that the company conducts criminal background and history checks on its drivers and other personnel who have direct contact with pupils in accordance with the Code.

Section 11.6. Extracurricular Activities and Interscholastic Sports. The Academy is authorized to join any organization, association, or league, which has as its objective the promotion and regulation of sport and athletic, oratorical, musical, dramatic, creative arts, or other contests by or between pupils.

Section 11.7. <u>Legal Liabilities and Covenants Not to Sue</u>. The Academy and Academy Board members acknowledge and agree that they have no authority to extend the faith and credit of the University or to enter into a contract that would bind the University. The Academy also is

limited in its authority to contract by the amount of funds obtained from the state school aid fund, as provided hereunder, or from other independent sources. The Academy and Academy Board members hereby covenant not to sue the University Board, the University or any of its trustees, officers, employees, agents or representatives for any matters that arise under this Contract or otherwise. The University does not assume any obligation with respect to any Academy Director, employee, agent, parent, guardian, or independent contractor of the Academy, and no such person shall have the right or standing to bring suit against the University Board, the University or any of its Trustees, employees, agents, or independent contractors as a result of the issuing, termination or revocation of this Contract.

Section 11.8. <u>Lease or Deed for Proposed Single Site(s)</u>. The Academy shall provide to the designee of the University Board copies of its lease or deed for the premises in which the Academy shall operate. For each approved School, a copy of the Academy's lease or deed and site information shall be incorporated into the Schedules.

Section 11.9. Occupancy and Safety Certificates. The Academy Board shall: (i) ensure that each School's physical facilities comply with all fire, health and safety standards applicable to schools; and (ii) possess the necessary occupancy and safety certificates for each School's physical facilities. The Academy Board shall not conduct classes at any School site or sites until the Academy has complied with this Section 11.9. Copies of these certificates for each School shall be incorporated into the Schedules.

Section 11.10. <u>Deposit of Public Funds by the Academy</u>. The Academy Board agrees to comply with Section 1221 of the Revised School Code, being MCL 380.1221, regarding the deposit of all public or private funds received by the Academy. Such deposit shall be made within three (3) business days after receipt of the funds by the Academy.

Section 11.11. Contract Administrator and Educational Management Company Agreements. The Academy may enter into an agreement with the Contract Administrator to perform certain functions as outlined in the agreement. The Academy may enter into a management agreement with Educational Management Company to contract out its administrative and/or educational personnel. The proposed Contract Administrator agreement and proposed management agreement(s) shall be submitted to the University President for review and shall be valid if not disapproved. Any subsequent amendments must be submitted to the University President for review and may be disapproved if the proposed Contract Administrator or management agreement amendment(s) violate either the Contract or Applicable Law.

Section 11.12. <u>Required Provisions for Contract Administrator and Educational Management Company Agreements</u>. The Contract Administrator agreement and any educational management company agreement entered into by the Academy must contain the following provisions:

"Indemnification of Grand Valley State University. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby

promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the Academy's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the Academy or [Contract Administrator] [Educational Management Company], or which arise out of the failure of the Academy to perform its obligations under the Contract issued to the Academy by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement."

"Revocation or Termination of Contract. If the Academy's Contract issued by the Grand Valley State University Board of Trustees is revoked or terminated, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked or termination without further action of the parties."

"Compliance with Academy's Contract. The [Contract Administrator] [Educational Management Company] agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Contract issued by Grand Valley State University Board of Trustees. The provisions of the Academy's Contract shall supersede any competing or conflicting provisions contained in this Agreement."

Section 11.13. <u>Incompatible Public Offices and Conflicts of Interest Statutes</u>. Pursuant to Sections 522(3)(e) and (f), the Academy shall comply with the Incompatible Public Offices statute, Act No. 566 of the Public Acts of 1978, being MCL 15.181 to 15.185 of the Michigan Compiled Laws, and the Contracts of Public Servants With Public Entities statute, Act No. 371 of the Public Acts of 1968, being MCL 15.321 to 15.330 of the Michigan Compiled Laws. The Academy Board shall ensure compliance with Applicable Law relating to conflicts of interest. Notwithstanding any other provision of this Contract, the following shall be deemed a prohibited conflict of interest for purposes of this Contract:

- (a) An individual simultaneously serving as an Academy Board member and an owner, officer, director, employee or paid consultant of an Educational Management Company that has an agreement with the Academy;
- (b) An individual simultaneously serving as an Academy Board member and an Academy employee;
- (c) An individual simultaneously serving as an Academy Board member and an owner, officer, director, employee or paid consultant of the Contract Administrator;

- (d) An individual simultaneously serving as an Academy Board member and a independent contractor to the Academy;
- (e) An individual simultaneously serving as an Academy Board member and as a member of the governing board of another public school; and
- (f) An individual simultaneously serving as an Academy Board member and a University employee or paid consultant.
- Section 11.14. <u>Certain Familial Relationships Prohibited</u>. No person shall be eligible to serve as an Academy Board member if the person's spouse, child, parent, or sibling has: (i) an ownership interest in the Educational Management Company, the Contract Administrator or the Applicant; or (ii) if the person's spouse, child, parent, or sibling is in a managerial, administrative or officer position with the Educational Management Company, Contract Administrator or the Applicant.
- Section 11.15. <u>Dual Employment Positions Prohibited</u>. Any person working at the Academy is prohibited by law from being employed at the Academy in more than one full-time position and simultaneously being compensated for each position.

Section 11.16. Information Available to the Public and University.

- (a) <u>Information to be provided by the Academy</u>. The Academy shall make information concerning its operation and management, including without limitation information describing the staff responsibilities at each School, available to the public and the University in the same manner and to the same extent as is required for school districts under Applicable Law.
- (b) <u>Information to be provided by Educational Management Company</u>. The agreement between the Academy and the Educational Management Company shall contain a provision requiring the Educational Management Company to make information concerning the operation and management of the Academy, including without limitation information describing the staff responsibilities at each School, available to the Academy as deemed necessary by the Academy Board in order to enable the Academy to fully satisfy its obligations under subparagraph (a).

ARTICLE XII

GENERAL TERMS

Section 12.1. <u>Notices</u>. Any and all notices permitted or required to be given hereunder shall be deemed duly given; (i) upon actual delivery, if delivery by hand; or (ii) upon receipt by the transmitting party or confirmation or answer back if delivery is by telex or telegram; or (iii) upon delivery into United States mail if delivery is by postage paid first class mail. Each such notice shall be sent to the respective party at the address indicated below or to any other person or address as the respective party may designate by notice delivered pursuant hereto:

If to Grand Valley State University Board of Trustees:

Charter Schools Office Director 1 Campus Drive Allendale, MI 49401

If to Academy:

The Public School Academies of Detroit

500 Woodward Avenue

Suite 4000

Detroit, MI 48226

Section 12.2. <u>Severability</u>. If any provision in this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provision or the remaining provisions of this Contract. If any provision of this Contract shall be or become in violation of any local, state or federal law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

Section 12.3. <u>Successors and Assigns</u>. The terms and provisions of this Contract are binding on and shall inure to the benefit of the parties and their respective successors and permitted assigns.

Section 12.4. <u>Entire Contract</u>. This Contract sets forth the entire agreement between the University Board and the Academy with respect to the subject matter of this Contract. All prior application materials, contracts, representations, statements, negotiations, understandings, and undertakings, are superseded by this Contract.

Section 12.5. <u>Assignment</u>. This Contract is not assignable by either party.

Section 12.6. <u>Non-Waiver</u>. Except as provided herein, no term or provision of this Contract shall be deemed waived and no breach or default shall be deemed excused, unless such waiver or consent shall be in writing and signed by the party claimed to have waived or consented. No consent by any party to, or waiver of, a breach or default by the other, whether expressed or implied, shall constitute a consent to, waiver of, or excuse for any different or subsequent breach or default.

Section 12.7. Indemnification.

(a) Academy Indemnification. The Academy agrees to indemnify and hold the University Board, the University and its Board of Trustees members, officers, employees, agents or representatives harmless from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's receipt, consideration or approval of the Application, the University Board's approval of the Method of Selection Resolution or the Authorizing Resolution, legal challenges to the validity of Part 6c of the Code or actions taken by the University Board as an authorizing body under Part 6c of the Code, the University Board's consideration of or issuance of a Contract, the Academy's

- preparation for and operation of a public school, or which are incurred as a result of the reliance of the University Board, the University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the Academy, or which arise out of the failure of the Academy to perform its obligations under this Contract. The foregoing provision shall not be deemed a relinquishment or waiver of any kind of Section 7 of the Governmental Liability for Negligence Act, being Act No. 170, Public Acts of Michigan, 1964.
- (b) <u>Applicant Indemnification</u>. As part of the Application, the Applicant has entered into an Indemnification Agreement with the University Board and has agreed, under certain conditions, to indemnify and hold harmless the University Board, the University and its Board of Trustees members, officers, employees, agents and representatives. Under the Indemnification Agreement, the Applicant's indemnity obligation commenced on the date the Application was approved by the University Board, and shall continue for a period of two years following the date the University Board issued the Contract to the Academy. The Applicant's Indemnification Agreement contained in the Application is hereby incorporated into these Terms and Conditions and shall be considered a part of this Contract.
- Section 12.8. <u>Construction</u>. This Contract shall be construed fairly as to both parties and not in favor of or against either party, regardless of which party prepared the Contract.
- Section 12.9. <u>Force Majeure</u>. If any circumstances occur which are beyond the control of the parties, which delay or render impossible the obligations of one or both of the parties, the parties' obligations to perform such services shall be postponed for an equivalent period of time or shall be canceled, if such performance has been rendered impossible by such circumstances.
- Section 12.10. No Third Party Rights. This Contract is made for the sole benefit of the Academy and the University Board and no other person or entity, including without limitation, the Applicant, the Educational Management Company or the Contract Administrator. Except as otherwise provided, nothing in this Contract shall create or be deemed to create a relationship between the parties hereto, or either of them, and any third person, including a relationship in the nature of a third party beneficiary or fiduciary.
- Section 12.11. <u>Non-agency</u>. It is understood that the Academy is not the agent of the University.
- Section 12.12. <u>Governing Law</u>. This Contract shall be governed and controlled by the laws of the State of Michigan as to interpretation, enforcement, validity, construction, and effect, and in all other respects.
- Section 12.13. <u>Counterparts</u>. This Contract may be executed in any number of counterparts. Each counterpart so executed shall be deemed an original, but all such counterparts shall together constitute one and the same instrument.

Section 12.14. Initial Term of Contract and Renewal.

(a) <u>Staggered Terms of Contract.</u> This Contract contains the University Board's authorization for the Academy to operate the Schools. The Academy is authorized to operate the Schools beginning on the dates set forth Schedule 11.

If the Academy satisfies the conditions set forth below in Section 12.14(b) for each School, the Contract authorization for each School shall be in effect for ten (10) years and shall expire on June 30th of the tenth year after the issuance of the Contract, unless sooner revoked or terminated according to the terms hereof.

- (b) <u>Termination of Contract During Initial Term of Contract</u>. Consistent with the procedures set forth in this Section 12.14(b), this Contract will terminate if any of the following does not occur prior to the first day the Academy opens a school building/site for operation to receive State School Aid payments, or on the date designated by the University, if other than the first day the Academy opens:
 - (i) The Academy shall provide to the Charter Schools Office Director a copy of the Academy's agreements with any Educational Management Company and the Contract Administrator. The terms and conditions of the agreements must be acceptable to the University President.
 - (ii) The Academy shall provide to the Charter Schools Office Director a copy of the Academy's real property leases or other agreements for the School site or sites set forth in the Schedules.
 - (iii) The Academy, through legal counsel, shall provide a legal opinion to the Charter Schools Office Director confirming that the Academy Board's approval and execution of any real property lease or other agreement with Educational Management Company, the Contract Administrator, the Applicant or an affiliate of the Applicant complies with the Contracts of Public Servants with Public Entities statute, MCL 15.321 et seq.
 - (iv) The Academy shall provide to the Charter Schools Office Director, if applicable, a copy of an AHERA asbestos plan and lead based paint survey for the School site or sites set forth in the Schedules.
 - (v) The Academy shall provide to the Charter Schools Office Director, if applicable, a copy of a current boiler inspection/ approval for the School site or sites set forth in the Schedules.
 - (vi) The Academy shall provide documentation to the Charter Schools Office Director confirming that the Academy has received occupancy approval from the Michigan Department of Consumer and Industry Services' Office of Fire Safety for the School site or sites set forth in the Schedules.
 - (vii) The Academy shall provide documentation to the Charter Schools Office Director that it has obtained a short-term cash flow loan to cover the initial cost of operations for the initial academic year. The Academy shall comply with section 1225 of the Revised School Code and the Revised Municipal Finance Act with respect to approving and obtain such funds.

(viii) Any additional financial information or documentation requested by the University President.

The Academy shall notify the Charter Schools Office in writing following completion of the conditions set forth in this Section 12.14(b). For good cause, the Charter Schools Office Director may extend the deadlines set forth above. If the Charter Schools Office Director determines that the Academy has not satisfied the conditions set forth in this Section 12.14(b), the Charter Schools Office Director shall issue a Contract termination letter to the Academy for failing to meet certain conditions set forth in this Section 12.14(b). The issuance of the termination letter by the Charter Schools Office Director shall automatically terminate this Contract without any further action by either the University Board or the Academy Board. Upon issuance of the termination letter, the Charter Schools Office Director shall notify the Superintendent of Public Instruction and the Michigan Department of Education that the Contract has been terminated.

(c) <u>Contract Renewal</u>. The University Board retains the right to determine whether or not the Academy has met "substantial compliance" with all Contract requirements, including but not limited to contractual operational compliance and the attainment of educational goals.

Section 12.15. <u>Survival of Provisions</u>. The terms, provisions, and representations contained in Section 11.4, Section 11.7, Section 11.12 and Section 12.7, and any other provision of this Contract that by their sense and context are intended to survive termination of this Contract shall survive.

Section 12.16. <u>Termination of Responsibilities</u>. Upon termination or revocation of this Contract, the University Board and its designees shall have no further obligations or responsibilities under this Contract to the Academy or any other person or persons in connection with this Contract.

[INTENTIONALLY LEFT BLANK]

As the designated representative of the Grand Valley State University Board of Trustees, I hereby authorize this issuance of a Contract to the Academy to operate one or more urban high school academies on the dates set forth above in Section 12.14(a).

| GRAND VALLEY STATE UNIVERSITY |
|---|
| BOARD OF TRUSTEES |
| By: Thomas J. Haas, University President |
| As the authorized representative of the Academy, I hereby certify that the Academy is able to comply with the Contract and all Applicable Law, and that the Academy, through its governing board, has approved and agreed to comply with and be bound by this Contract. |
| THE PUBLIC SCHOOL ACADEMIES OF DETROIT |
| By Chairperson, Board of Directors |

LAN01\191380.3 1D\LCW As the designated representative of the Grand Valley State University Board of Trustees, I hereby authorize this issuance of a Contract to the Academy to operate one or more urban high school academies on the dates set forth above in Section 12.14(a).

GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES

 $\mathbf{B}_{\mathbf{y}}$

Thomas J. Haas, University President

As the authorized representative of the Academy, I hereby certify that the Academy is able to comply with the Contract and all Applicable Law, and that the Academy, through its governing board, has approved and agreed to comply with and be bound by this Contract.

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

В.:

Chairperson, Board of Directors

Continues DESEM

TERMS AND CONDITIONS OF CONTRACT

DATED: DECEMBER 14, 2007

ISSUED BY

THE GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES (AUTHORIZING BODY)

TO

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

CONFIRMING THE STATUS OF THE PUBLIC SCHOOL ACADEMIES OF DETROIT

AS AN

URBAN HIGH SCHOOL ACADEMY

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Contract to Charter a Urban High School Academy

Pursuant to Part 6c of the Revised School Code ("Code"), being Sections 380.521 to 380.529 of the Michigan Compiled Laws, the Grand Valley State University Board of Trustees ("University Board") issues a contract to The Public School Academies of Detroit (the "Academy"), to be effective December 14, 2007, confirming the Academy's status as an urban high school academy in this State. The Parties agree that the issuance of this Contract is subject to the following Terms and Conditions:

ARTICLE I

DEFINITIONS

Section 1.1. <u>Certain Definitions</u>. For purposes of this Contract, and in addition to the terms defined throughout this Contract, each of the following words or expressions, whenever capitalized, shall have the meaning set forth in this section:

- a) Academy means the Michigan non-profit corporation authorized by this Contract. For purposes of this Contract, the term Charter School shall mean Urban High School Academy.
- b) Academy Board means the Board of Directors of the Academy authorized by this Contract. Academy Board member or Academy Director means an individual who is a member of the Academy Board, whether in the past, present or future.
- c) Applicable Law means all state and federal law applicable to urban high school academies.
- d) Applicant means the entity that submitted the urban high school academy application to the University for the establishment of the Academy.
- e) Application means the urban high school academy application and supporting documentation submitted to the University for the establishment of the Academy.
- f) Authorizing Resolution means a resolution adopted by the University Board approving the Academy's Application, appointing the initial Academy Board members and issuing a Contract to the Academy.
- g) Code means the Revised School Code, Act No. 451 of the Public Acts of 1976, as amended, being Sections 380.1 to 380.1852 of the Michigan Compiled Laws.
- h) Contract Administrator means the entity that has been granted, pursuant to section 529 of the Code, certain responsibilities by the

Academy Board and University Board, as set forth in this Contract. In the event that the Contract Administrator performs services that meet the Code's definition of the types of services provided by an Educational Management Company, the Contract Administrator shall comply with the Code requirements for an Educational Management Company.

- i) **Contract** means, in addition to the definition set forth in the Code, the Terms and Conditions and the Schedules.
- j) Educational Management Company means a person or entity that meets the Code's definition of an Educational Management Company, including the entity that has entered, or entities that may in the future enter, into an agreement with the Academy to provide comprehensive educational, administrative, management, or instructional services or staff to the Academy.
- k) Fund Balance Deficit means the Academy has more liabilities than asset at the end of any given fiscal year, and includes any fiscal year where the Academy would have had a budget deficit but for a financial borrowing from, or monetary contribution by, the Contract Administrator, an Educational Management Company or other person or entity to the Academy. If the Academy receives a gift or grant of money or financial support from the Contract Administrator, an Educational Management Company or other person or entity that does not require repayment by the Academy, and is not conditioned upon the actions or inactions of the Academy Board, then such gift or grant shall not constitute a financial borrowing or contribution for purposes of determining a Fund Balance Deficit.
- I) Master Calendar of Reporting Requirements (MCRR) means the compliance certification duties required of the Academy by the University Board. The University Board may amend the MCRR each fiscal year or at such other times as deemed appropriate by the University President. These changes shall be automatically incorporated into the Contract and shall be exempt from the Contract amendment procedures under Article IX of these Terms and Conditions.
- m) Method of Selection Resolution means the resolution adopted by the University Board providing for the method of selection, length of term, number of Academy Board members, qualification of Board Academy members and other pertinent provisions related to the Academy Board.

- n) Schedules mean the schedules incorporated into and part of the Terms and Conditions.
- o) Terms and Conditions means this document.
- p) University means Grand Valley State University established pursuant to Article VIII, Sections 4 and 6 of the Michigan Constitution of 1963 and MCL 390.841 et seq.
- q) University Board means the Grand Valley State University Board of Trustees.
- r) University Charter Schools Hearing Panel or Hearing Panel means such person(s) as designated by the University President.
- s) University Charter Schools Office or CSO means the office the University Board, by issuance of this Contract, hereby designates as the point of contact for urban high school academy applicants and urban high school academies authorized by the University Board. The University Charter Schools Office is also responsible for managing, implementing, and overseeing the University Board's responsibilities with respect to the Contract.
- t) University Charter Schools Office Director or CSO Director means the person designated by the University President to administer the operations of the University Charter Schools Office.
- u) University President means the President of Grand Valley State University or his or her designee.
- Section 1.2. Schedules. All Schedules to this Contract are part of this Contract.
- Section 1.3. <u>Statutory Definitions</u>. Statutory terms defined in the Code shall have the same meaning in this Contract.
- Section 1.4. <u>Application</u>. Portions of the Applicant's Application have been incorporated into this Contract. In the event that there is an inconsistency or dispute between materials in the Application and the Contract, the language or provisions in the Contract shall control.
- Section 1.5. <u>Conflicting Contract Provisions</u>. In the event that there is a conflict between language contained in the provisions of this Contract, the Contract shall be interpreted as follows: (i) the Method of Selection Resolution shall control over any other conflicting language in the Contract; (ii) the Authorizing Resolution shall control over any other conflicting language in the Contract with the exception of language in the Method of Selection Resolution; (iv) the Terms and Conditions shall control over any

other conflicting language in the Contract with the exception of language in the Method of Selection Resolution and the Authorizing Resolution; and (v) the Articles of Incorporation shall control over any other conflicting language in the Contract with the exception of language in the Method of Selection Resolution, Authorizing Resolution and these Terms and Conditions.

ARTICLE II

ROLE OF GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES AS AUTHORIZING BODY

- Section 2.1. <u>University Board Resolutions</u>. For purposes of this Contract, the University Board has adopted the following resolutions:
- (a) Method of Selection Resolution. The University Board has adopted the Method of Selection Resolution which is incorporated into this Contract as part of Schedule 1. At anytime and at its sole discretion, the University Board may amend the Method of Selection. Upon University Board approval, changes to the Method of Selection Resolution shall automatically be incorporated into this Contract and shall be exempt from the amendment procedures under Article IX of the Terms and Conditions.
- (b) <u>Authorizing Resolution</u>. The University Board has adopted the Authorizing Resolution which is incorporated into this Contract as part of Schedule 1.
- Section 2.2. <u>Method for Monitoring Academy's Compliance with Applicable Law and Performance of its Targeted Educational Outcomes</u>. The University Board has the responsibility to oversee the Academy's compliance with the Contract and all Applicable Law. The Academy shall perform the compliance certification duties required by the University Board as outlined in the Contract and MCRR incorporated into this Contract as Schedule 13. Additionally, the Academy shall be responsible for the following:
 - a) The Academy shall provide the Charter Schools Office with copies of reports and assessments concerning the educational outcomes achieved by pupils attending the Academy and shall provide necessary approvals for the Charter Schools Office to access electronic information received or stored by the State of Michigan including, but not limited to the Department of Education or other agency authorized by the State to collect school data.
 - b) In the event that the University President determines that the Academy's educational outcomes should be reviewed to help determine if the Academy is meeting its educational goals incorporated into this Contract as Schedule 4, the University President, at his or her discretion, may require an objective evaluation of student performances by an educational consultant, acceptable to both the Academy and the University President.

The Academy shall pay for the expense of the evaluation. In addition, at any time, the University President may require an evaluation of student performance to be selected by and at the expense of the University. The Academy shall cooperate with the evaluation, including any student testing required.

- c) The Academy shall submit audited financial reports, including auditor's management letters and any exceptions noted by the auditors, to the University Charter Schools Office. The reports shall be submitted to the University Charter Schools Office within ninety (90) days after the end of the Academy's fiscal year.
- d) The Academy shall provide the University Charter Schools Office with a copy of the proposed annual budget for the upcoming fiscal year of the Academy no later than July 1st. The Academy Board is responsible for establishing, approving and amending the annual budget in accordance with the Uniform Budgetary and Accounting Act, MCL 141.421 et seq., and for providing all amendments and revisions to the University Charter Schools Office following Academy Board approval.
- e) The Academy shall provide to the University Charter Schools Office minutes of all Academy Board meetings no later than fourteen (14) days after such meeting.
- f) Within ten (10) days of receipt, the Academy shall notify the University Charter Schools Office of correspondence received from the Department of Education or State Board of Education that requires a written or formal response.
- g) Within ten (10) days of receipt, the Academy shall report to the University Charter Schools Office and the University Counsel Office any litigation or formal proceedings alleging violation of Applicable Law or contractual agreement against the Academy, its officers, employees, agents, and/or contractors.
- h) The Academy shall permit review of the Academy's records and inspection of its premises at any time by representatives of the University. Normally, such inspections shall occur during the Academy's hours of operation and after advance notice to the Academy.

Section 2.3. Reimbursement of University Board Costs. The Academy shall pay the University Board an administrative fee of 3% of the state school aid payments received by the Academy. This fee shall be retained by the University Board from each state school aid payment received by the University Board for forwarding to the Academy. This fee shall compensate the University Board for overseeing the Academy's

compliance with the Contract and all Applicable Law. The University's use of the administrative fee shall be governed by the Code.

Section 2.4. <u>University Board as Fiscal Agent for the Academy</u>. The University Board is the fiscal agent for the Academy. The University Board shall promptly within three (3) business days, forward to the Academy all state school aid funds or other public or private funds received by the University Board for the benefit of the Academy. The University Board shall retain any amount owed to the University Board by the Academy pursuant to this Contract. For purposes of this section, the responsibilities of the University Board, the State of Michigan, and the Academy are set forth in the Fiscal Agent Agreement incorporated herein as Schedule 7.

Section 2.5. <u>Authorization of Employment</u>. The Academy may employ or contract with personnel. If the Academy contracts for personnel with Educational Management Company, the University's authorization shall not be effective unless and until the agreement complies with Section 11.12 of these Terms and Conditions. With respect to Academy employees, the Academy shall have the power and responsibility to (i) select and engage employees; (ii) pay their wages; (iii) dismiss employees; and (iv) control the employees' conduct, including the method by which the employee carries out his or her work. An employee hired by the Academy shall be an employee of the Academy for all purposes and not an employee of the University for any purpose. The Academy shall be responsible for carrying worker's compensation insurance and unemployment insurance for its employees.

Section 2.6. Financial Obligations of the Academy are Separate from the State of Michigan, University Board and the University. Any contract, mortgage, loan or other instrument of indebtedness entered into by the Academy and a third party shall not in any way constitute an obligation, either general, special, or moral, of the State of Michigan, the University Board, or the University. Neither the full faith and credit nor the taxing power of the State of Michigan or any agency of the State, nor the full faith and credit of the University Board or the University shall ever be pledged for the payment of any Academy contract, mortgage, loan or other instrument of indebtedness.

Section 2.7. Academy Has No Power To Obligate or Bind State of Michigan, University Board or the University. The Academy has no authority whatsoever to enter into any contract or other agreement that would financially obligate the State of Michigan, University Board or the University, nor does the Academy have any authority whatsoever to make any representations to lenders or third parties, that the State of Michigan, University Board or the University in any way guarantee, are financially obligated, or are in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the Academy.

Section 2.8. Contract Administrator; Limits on Authority. The Code permits the University Board and the Academy to define the role of the Contract Administrator. In accordance with section 529(c) of the Code, MCL 380.529(c), the Contract Administrator

shall have such authority as delegated by the Academy Board to carryout its duties and responsibilities, as further defined in the agreement between the Academy and the Contract Administrator. Notwithstanding any provision agreed to by the Contract Administrator and the Academy, the Contract Administrator shall not be authorized to carry out any duty or responsibility that cannot be legally delegated by the Academy to the Contract Administrator. For purposes of this Contract, non-delegable duties shall include the following: (i) selection and nomination of individuals to serve on the Academy Board; (ii) approval or amendment of this Contract; (iii) voluntary termination of this Contract by the Academy Board; (iv) the decision to dissolve and wind-up the business affairs of the Academy and (v) expulsion of Academy students.

ARTICLE III

REQUIREMENT THAT ACADEMY ACT SOLELY AS GOVERNMENTAL AGENCY OR ENTITY AND POLITICAL SUBDIVISION

Section 3.1. Governmental Agency or Entity and Political Subdivision. The Academy shall act exclusively as a governmental entity and political subdivision.

Section 3.2. Other Permitted Activities. Nothing in this Contract shall prohibit the Academy from engaging in other lawful activities that are not in derogation of the Academy's status as a public school or that would not jeopardize the eligibility of the Academy for state school aid funds. Subject to Section 2.5 of Article II of the Terms and Conditions, the Academy may enter into agreements with other public schools, public school academies, governmental units, businesses, community and nonprofit organizations where such agreements contribute to the effectiveness of the Academy or advance education in this state.

ARTICLE IV

PURPOSE

Section 4.1. <u>Academy's Purpose</u>. The Academy Board shall identify the purpose or mission of the Academy. Any subsequent change to the Academy's purpose or mission shall be carried out by amendment in accordance with Article IX of these Terms and Conditions. The Academy's stated purpose or mission shall be incorporated as part of Schedule 4.

ARTICLE V

CORPORATE STRUCTURE OF THE ACADEMY

Section 5.1. <u>Articles of Incorporation</u>. Unless amended pursuant to Section 9.2 of Article IX herein, the Articles of Incorporation of the Academy, as set forth in Schedule 2, shall be the Articles of Incorporation of the Academy. The Academy Board

represents to the University Board that Schedule 2 includes all amendments to the Academy's Articles of Incorporation as of the date set forth above.

Section 5.2. <u>Bylaws</u>. Unless amended pursuant to Section 9.3 of Article IX herein, the Bylaws of the Academy, as set forth in Schedule 3, shall be the Bylaws of the Academy. The Academy Board represents to the University Board that Schedule 3 includes all amendments to the Academy's Bylaws as of the date set forth above.

ARTICLE VI

OPERATING REQUIREMENTS

- Section 6.1. Governance Structure. The Academy shall be organized and administered under the direction of the Academy Board and pursuant to the governance structure as set forth in its Bylaws. The Academy's Board of Directors shall meet at least six times per fiscal year, unless another schedule is mutually agreed upon by the University President and the Academy.
- Section 6.2. <u>Contributions and Fund Raising</u>. The Academy may solicit and receive contributions and donations as permitted by law. No solicitation shall indicate that a contribution to the Academy is for the benefit of the University. The University shall not be required to receive any contributions or donations for the benefit of the Academy. If the University receives contributions or donations for the benefit of the Academy, it shall forward such funds to the Academy within three (3) business days of receipt.
- Section 6.3. <u>Educational Goals and Programs</u>. The Academy shall pursue the educational goals and programs identified in Schedule 4. Such goals and programs may be amended pursuant to Section 9.1 of Article IX of the Terms and Conditions.
- Section 6.4. <u>Curriculum</u>. The Academy shall have flexibility in developing, realigning, and implementing the curriculum identified in Schedule 5. Any changes to the curricula shall be administered pursuant to Section 9.1 of Article IX of the Terms and Conditions, and such proposed curricula shall be designed to achieve the Academy's educational goals and State's educational assessment objectives.
- Section 6.5. <u>Methods of Accountability</u>. The Academy shall evaluate pupils' work based on the assessment strategies identified in Schedule 8 and listed below. The Academy shall provide the University Charter Schools Office with copies of reports, assessments and test results concerning the following:
 - a) educational outcomes achieved by pupils attending the Academy and other reports reasonably requested by the University Charter Schools Office;

- b) an assessment of student performance at the end of each academic school year or at such other times as the University Board may reasonably request;
- c) an annual education report in accordance with the Code;
- d) an annually administered nationally recognized norm-referenced achievement test to each grade or a program of testing approved by the University Charter Schools Office Director; and
- e) all tests required under Applicable Law.

The University Board may use such reports, assessments and test results in making its decision to continue, suspend, terminate or revoke the Contract.

Section 6.6. <u>Staff Responsibilities</u>. Subject to Section 2.5 of Article II of the Terms and Conditions, the University Board authorizes the Academy to employ or contract with personnel as outlined in Schedule 6.

Section 6.7. <u>Admission Policy</u>. The Academy shall comply with all admissions policies and criteria required by laws applicable to urban high school academies under the Code. A copy of the Academy's admission policies and criteria are incorporated into this Contract as Schedule 9.

Section 6.8. School Calendar/School Day Schedule. The Academy shall comply with all minimum standards governing the length of the school term, minimum number of days and hours of instruction required by law applicable to urban high school academies under the Code. The Academy agrees to make available to the CSO Office a copy of the School Calendar/School Day Schedule for each academic school year no later than July 1st. A copy of the School Calendar/School Day Schedule shall be automatically incorporated into this Contract as Schedule 10 without the need for an amendment under Article IX of the Terms and Conditions.

Section 6.9. <u>Age/Grade Range of Pupils Enrolled</u>. Within five (5) years from commencing operations, the Academy shall offer grades 9 through 12. The Academy's current Age/Grade Range of Pupils Enrolled is set forth in Schedule 11. The Academy may add additional grades and other programs in the future, pursuant to Section 9.1 of Article IX of the Terms and Conditions.

Section 6.10. <u>Annual Financial Audit</u>. The Academy shall conduct an annual financial audit prepared and reviewed by an independent certified public accountant in accordance with generally accepted governmental auditing principles.

Section 6.11. <u>Address and Description of Proposed Site(s)</u>. Pursuant to section 524(1) of the Code, MCL 380.524(1), the University Board authorizes the Academy to operate the configuration of grades identified in Schedule 11 at the site or sites identified

in Schedule 12. The proposed addresses and descriptions of the Academy's proposed site or sites, as well as the address of each Academy's central administrative office or offices, are set forth in Schedule 12. For purposes of this Contract, the Academy shall be in violation of the single site restrictions set forth in the Code if the Academy operates at any site or sites without first obtaining the written authorization of the University Board.

Following Academy Board and University Board approval, proposed changes to the address and description of any Academy site or sites, including the addition of any new site or sites that constitute a contract for purposes of section 524(1) of the Code, MCL 380.524(1), shall be incorporated as an amendment to Schedule 12. Notwithstanding any other provision in this Contract, the Academy shall not enroll more than 125 students in any particular grade at any site or sites constituting an additional contract under section 524(1) of the Code, MCL 380.524(1), without prior written authorization from the University Board.

Section 6.12. <u>Accounting Standards</u>. The Academy shall at all times comply with generally accepted public sector accounting principles.

Section 6.13. <u>Placement of University Student Interns</u>. The Academy may be a placement site for University students who are in education or other pre-professionals in training to serve in public schools. Such placement shall be without charge to the University and subject to other terms and conditions as the Academy and the University agree.

Section 6.14. <u>Disqualified Organizational or Contractual Affiliations</u>. The Academy shall comply with all state and federal law applicable to public schools concerning church-state issues. To the extent disqualified under the state or federal constitutions, the Academy shall not be organized by a church or other religious organization and shall not have any organizational or contractual affiliation with or constitute a church or other religious organization. Nothing in this Section shall be deemed to diminish or enlarge the civil and political rights, privileges and capacities of any person on account of his or her religious belief.

ARTICLE VII

TUITION PROHIBITED

Section 7.1. <u>Tuition Prohibited; Fees and Expenses</u>. The Academy shall not charge tuition. The Academy may impose fees and require payment of expenses for activities of the Academy where such fees and payments are not prohibited by law.

ARTICLE VIII

COMPLIANCE WITH PART 6C OF THE CODE AND OTHER LAWS

- Section 8.1. <u>Compliance with Part 6c of the Code</u>. The Academy shall comply with Part 6c and other parts of the Code that apply to urban high school academies. With the exception of Part 6a of the Code, the Academy shall comply with other provisions of the Code applicable to public school academies.
- Section 8.2. Compliance with State School Aid Act. In order to assure that funds are available for the education of pupils, the Academy shall comply with all applicable provisions of the State School Aid Act of 1979, as amended from time to time. The Academy may expend funds from the State School Aid Act for any purpose permitted by the State School Aid Act of 1979 and may enter into contracts and agreements determined by the Academy as consistent with the purposes for which the funds were appropriated.
- Section 8.3. Open Meetings Act. Pursuant to Section 522(3)(a) of the Code, the Academy Board shall conduct all of its meetings in accordance with the Michigan Open Meetings Act, Act No. 267 of the Public Acts of 1976, as amended, being Sections 15.261 to 15.275 of the Michigan Compiled Laws.
- Section 8.4. Freedom of Information Act. Pursuant to Section 522(3)(b) of the Code, the records of the Academy shall be records subject to the provisions of the Michigan Freedom of Information Act ("FOIA"), Act No. 442 of the Public Acts of 1976, as amended, being Sections 15.231 to 15.246 of the Michigan Compiled Laws. The Academy Board shall designate a freedom of information coordinator to assure compliance with FOIA and other applicable law providing for public disclosure or for protection of privacy.
- Section 8.5. <u>Public Employees Relation Act</u>. Pursuant to Section 522(3)(c) of the Code, the Academy shall comply with Act No. 336 of the Public Acts of 1947, being Sections 423.201 to 423.217 of the Michigan Compiled Laws. Organizational efforts and collective bargaining agreements, if any, with employees of the Academy shall be the responsibility of the Academy.
- Section 8.6. <u>Prevailing Wage on State Contracts</u>. Pursuant to Section 522(3)(d), the Academy shall comply with the Prevailing Wage on State Contracts statute, Act No. 166 of the Public Acts of 165, being Sections 408.551 to 408.558 of the Michigan Compiled Laws.
- Section 8.7. <u>Uniform Budget and Accounting Act</u>. Pursuant to Section 522(3)(g), the Academy shall comply with the Uniform Budget and Accounting Act, Act No. 2 of the Public Acts of 1968, being MCL 141.421 to 141.440a.

Section 8.8. Revised Municipal Finance Act of 2001. Pursuant to Section 522(3)(h), the Academy shall comply with the Revised Municipal Finance Act of 2001, Act No. 34 of the Public Acts of 2001, being MCL 141.2101 to 141.2821 of the Michigan Compiled Laws.

Section 8.9. <u>Non-discrimination</u>. The Academy shall be separately responsible for compliance with applicable laws pertaining to equal opportunity and anti-discrimination laws such as the Elliott-Larsen Civil Rights Act, Act No. 453 of the Public Acts of 1976, as amended, being MCL 37.2101 to 37.2804, the Michigan Handicappers' Civil Rights Act, Act No. 22 of the Public Acts of 1976, as amended, being MCL 37.1101 to 37.1607, and Subtitle A of Title II of the Americans with Disabilities Act of 1990, Public Law 101-336, 42 USC & 12101 *et seq.* or any successor law.

Section 8.10. Other State Laws. The Academy shall comply with other state laws which are applicable to urban high school academies. Nothing in this Contract shall be deemed to apply any other state law to the Academy.

Section 8.11. <u>Federal Laws</u>. The Academy shall comply with federal laws which are applicable to urban high school academies. Nothing in this Contract shall be deemed to apply any other federal law to the Academy.

ARTICLE IX

AMENDMENT

Section 9.1. <u>Process for Amending the Contract</u>. Either party may propose changes in this Contract or may propose a meeting to discuss potential revision of this Contract. Except as provided in Sections 2.1, 5.1 and 6.11, the University Board delegates to its University President the review and approval of changes or amendments to this Contract. The Academy Board may delegate the same authority to the Academy Board President. The Contract shall be amended upon agreement and approval of the respective authorized designees.

Section 9.2. Process for Amending the Articles. The Academy Board, or any authorized designee of the Academy Board, may propose changes to the Academy's Articles of Incorporation. The Academy shall be authorized to make such changes to its Articles upon a majority vote of the University Board members attending a University Board meeting. Upon University Board approval, the Academy Board's authorized designee is authorized to file the amendment to the Academy's Articles of Incorporation with the Michigan Department of Labor and Economic Growth, Bureau of Commercial Services. Upon receipt of the filed amendment, the Academy shall forward the filed amendment to the University Charter Schools Office. The filed amendment shall be automatically incorporated into Schedule 2 of this Contract upon receipt of the amendment by the University Charter Schools Office. If the University identifies a provision in the Articles of Incorporation that violates or conflicts with this Contract, due

to a change in law or for other reasons, after approval has been given, it shall notify the Academy Board in writing and the Academy Board shall amend the Articles of Incorporation to make them consistent with the Contract. If the change is requested by the University, the University shall reimburse the Academy for the filing fees payable to the Michigan Department of Labor and Economic Growth.

Section 9.3. Process for Amending the Bylaws. The Academy Board shall submit proposed Bylaw changes to the Charter Schools Office, for review and comment, at least thirty (30) days prior to Academy Board adoption. The Academy's Bylaws, and any subsequent or proposed changes to the Academy's Bylaws, shall not violate or conflict with the Contract. If at any time the University identifies a provision in the Academy Board's Bylaws that violates or conflicts with Applicable Law or this Contract, the Academy Board's Bylaw shall be automatically void and the Academy Board shall amend the identified provision to be consistent with Applicable Law and the Contract. The amendment shall be automatically incorporated into Schedule 3 of the Contract upon receipt by the University Charter Schools Office of a duly authorized Academy Board bylaw change made in accordance with this Section 9.3.

ARTICLE X

CONTRACT REVOCATION, SUSPENSION, AND TERMINATION

Section 10.1. <u>Statutory Grounds for Revocation</u>. This Contract may be revoked by the University Board upon a determination by the University Board, pursuant to the procedures set forth in Section 10.3, that one or more of the following has occurred:

- a) Failure of the Academy to abide by and meet the educational goals set forth in this Contract;
- b) Failure of the Academy to comply with all Applicable Law;
- c) Failure of the Academy to meet generally accepted public sector accounting principles; or
- d) The existence of one or more other grounds for revocation as specified in this Contract.

Section 10.2. Other Grounds for Revocation. In addition to the statutory grounds for revocation set forth in Section 10.1, the University Board may, in its sole discretion, revoke this Contract pursuant to the procedures set forth in Section 10.3 upon a determination that one or more of the following has occurred:

a) The Academy is insolvent, has been adjudged bankrupt, or has operated for one or more school fiscal year(s) with a Fund Balance Deficit;

- b) The Academy has insufficient enrollment to successfully operate a urban high school academy, or the Academy has lost more than twenty-five percent (25%) of its student enrollment from the previous school year;
- c) The Academy defaults in any of the terms, conditions, promises or representations contained in or incorporated into this Contract;
- d) The Academy files amendments to its Articles of Incorporation with the Michigan Department of Labor and Economic Growth, Bureau of Commercial Services without first obtaining University Board approval;
- e) The University discovers grossly negligent, fraudulent or criminal conduct by the Applicant, the Academy's directors, officers, employees or agents in relation to their performance under this Contract;
- f) The Applicant, the Academy's directors, officers or employees have provided false or misleading information or documentation to the University in connection with the University Board's approval of the Application, the issuance of this Contract, or the Academy's reporting requirements under this Contract or Applicable Law;
- g) The Academy fails to offer grades 9 through 12 within 5 years after commencing operations;
- h) The Academy violates the single site restrictions set forth in the Code or the Academy operates at a separate site or sites that constitutes the issuance of a contract under Section 524 of the Code, MCL 380.524, without the prior written authorization of the University Board; or
- i) The University Board, its trustees, officers, employees, agents or representatives are not included as third party beneficiaries under any educational management agreement entered into by the Academy for purposes of indemnifying such parties in accordance with Section 11.12 of the Terms and Conditions.
- Section 10.3. <u>University Board Procedures for Revoking Contract</u>. The University Board's process for revoking the Contract is as follows:
 - a) Notice of Intent to Revoke. The CSO Director or other University Representative, upon reasonable belief that such grounds for revocation of the Contract exist, shall notify the Academy Board of such grounds by issuing the Academy Board a Notice of Intent to Revoke for non-compliance with the Contract or Applicable Law. The Notice of Intent to Revoke shall be in writing and shall set forth in sufficient detail the alleged grounds for revocation.

- b) Academy Board's Response. Within thirty (30) days of receipt of the Notice of Intent to Revoke, the Academy Board shall respond in writing to the alleged grounds for revocation. The Academy Board's response shall be addressed to the CSO Director, and shall either admit or deny the allegations of non-compliance. If the Academy's response includes admissions of non-compliance with the Contract or Applicable Law, the Academy Board's response must also contain a description of the Academy Board's plan and time line for correcting the non-compliance with the Contract or Applicable Law. If the Academy's response includes a denial of non-compliance with the Contract or Applicable Law, the Academy's response shall include sufficient documentation or other evidence to support a denial of non-compliance with the Contract or Applicable Law. A response not in compliance with this section shall be deemed to be non-responsive. As part of its response, the Academy Board may request that a meeting be scheduled with the CSO Director prior to a review of the Academy Board's response.
- c) Plan of Correction. Within fifteen (15) days of receipt of the Academy Board's response or after a meeting with Academy Board representatives, whichever is sooner, the CSO Director shall review the Academy Board's response and determine whether a reasonable plan for correcting the deficiencies can be formulated. If the CSO Director determines that a reasonable plan for correcting the deficiencies set forth in the Notice of Intent to Revoke can be formulated, the CSO Director shall develop a plan for correcting the non-compliance ("Plan of Correction"). In developing a Plan of Correction, the CSO Director is permitted to adopt, modify or reject some or all of the Academy Board's response for correcting the deficiencies outlined in the Notice of Intent to Revoke. The Notice of Intent to Revoke shall be withdrawn if the CSO Director determines any of the following: (i) the Academy Board's denial of non-compliance is persuasive; (ii) the noncompliance set forth in the Notice of Intent to Revoke has been corrected by the Academy Board; or (iii) the Academy Board has successfully completed the Plan of Correction. In the event the Notice of Intent to Revoke is withdrawn, the CSO Director shall notify the Academy Board, in writing, of such withdrawal.
- d) Plan of Correction Shall Include Conditions to Satisfy University Board's Contract Reconstitution Obligation. As part of the Plan of Correction, the CSO Director shall reconstitute the Academy in an effort to improve student educational performance and to avoid interruption of the educational process. An attempt to improve student educational performance may include, but is not limited to, one of the following actions: (i) removal of 1 or more members of the Academy Board members; (ii) termination of at-will board appointments of 1 or more Academy Board members; (iii) withdrawal of Academy's authorization to contract with Educational Management

Company; or (iv) the appointment of a new Academy Board of Directors or a trustee to take over operations of the Academy.

- e) Request for Revocation Hearing. The CSO Director or other University Representative, may initiate a revocation hearing before the University Charter Schools Hearing Panel if the CSO Director determines that any of the following has occurred:
 - i) the Academy Board has failed to timely respond to the Notice of Intent to Revoke as set forth in Section 10.3(b);
 - ii) the Academy Board's response to the Notice of Intent to Revoke is non-responsive;
 - iii) the Academy Board's response admits violations of the Contract or Applicable Law which the CSO Director deems cannot be remedied or cannot be remedied in an appropriate period of time, or for which the CSO Director determines that a Plan of Correction cannot be formulated;
 - iv) the Academy Board's response contains denials that are not supported by sufficient documentation or other evidence showing compliance with the Contract or Applicable Law;
 - v) the Academy Board has not complied with part or all of a Plan of Correction established in Section 10.3(c);
 - vi) the Academy Board has engaged in actions that jeopardize the financial or educational integrity of the Academy; or
 - vii) the Academy Board has been issued multiple or repeated Notices of Intent to Revoke.

The CSO Director or other University Representative shall send a copy of the Request for Revocation Hearing to the Academy Board at the same time the request is sent to the Hearing Panel. The Request for Revocation Hearing shall identify the reasons for revoking the Contract.

f) Hearing before University Charter Schools Hearing Panel. Within thirty (30) days of the date of a Request for Revocation Hearing, the Hearing Panel shall convene a revocation hearing. The Hearing Panel shall provide a copy of the Notice of Hearing to the University Charter Schools Office and the Academy Board at least ten (10) days before the hearing. The purpose of the Hearing Panel is to gather facts surrounding the CSO Director's request for Contract revocation, and to make a recommendation to the University Board on whether the Contract should be revoked. The revocation hearing shall be held at a location, date and time as determined by the CSO Director or other University Representative. The hearing shall be transcribed by a court reporter and the cost of the court reporter shall be divided equally between the University and the Academy. The CSO Director or his or her designee, and the Academy Board or its designee, shall each have equal time to make their

presentation to the Hearing Panel. Although each party is permitted to submit affidavits and exhibits in support of their positions, the Hearing Panel will not hear testimony from any witnesses for either side. The Hearing Panel, may, however, question the CSO Director and one or more members of the Academy Board. Within thirty (30) days of the Revocation Hearing, the Hearing Panel shall make a recommendation to the University Board concerning the revocation of the Contract. In its discretion, the Hearing Panel may extend any time deadline set forth in this subsection. A copy of the Hearing Panel's recommendation shall be provided to the University Charter Schools Office and the Academy Board at the same time that the recommendation is sent to the University Board.

- g) University Board Decision. If the Hearing Panel's recommendation is submitted to the University Board at least fourteen (14) days before the University Board's next regular meeting, the University Board shall consider the Hearing Panel's recommendation at its next regular meeting and vote on whether to revoke the Contract. The University Board reserves the right to modify, reject or approve all or any part of the Hearing Panel's recommendation. The University Board shall have available copies of the Hearing Panel's recommendation and the transcript of the hearing. The University Board may waive the fourteen (14) day submission requirement or hold a special board meeting to consider the Hearing Panel's recommendation. A copy of the University Board's decision shall be provided to the University Charter Schools Office, the Academy Board and the Michigan Department of Education.
- h) Effective Date of Revocation. If the University Board votes to revoke the Contract, the revocation shall be effective on the date of the University Board's act of revocation, or at a later date as determined by the University Board, but no later than the last day of the Academy's current academic year.
- i) <u>Disposition of State School Aid Funds</u>. Notwithstanding any other provision of the Contract, any state school aid funds received by the University Board after a recommendation is made by the Hearing Panel to revoke the Contract, or a decision by the University Board to revoke the Contract, may be held by the University Board and returned to the Michigan Department of Treasury.
- j) <u>Disposition of School Code Number</u>. Notwithstanding any other provision of the Contract, after a recommendation is made by the Hearing Panel to revoke the Contract, or a decision by the University Board to revoke the Contract, the school code number shall remain under the direction and control of the State Board of Education and/or its designated representative.

Section 10.4. <u>Contract Suspension</u>. The University Board's process for suspending the Contract is as follows:

- a) University President Action. If the University President determines, in his or her sole discretion, that conditions or circumstances exist that the Academy Board (i) has placed the health or safety of Academy staff and/or students at risk; (ii) is not properly exercising its fiduciary obligations to protect and preserve the Academy's public funds and property; (iii) has lost its right to occupancy of the physical facilities described in Section 6.11, and cannot find another suitable physical facility for the Academy prior to the expiration or termination of its right to occupy its existing physical facilities or (iv) has willfully or intentionally violated this Contract or Applicable Law, the University President may immediately suspend the Contract. If the conditions or circumstances involve an alleged violation of Sections 10.1 or 10.2, the University President is authorized to suspend the Contract immediately pending completion of the procedures set forth in Section 10.3. Unless otherwise specified in the suspension notice, the Academy shall cease operations on the date on which the suspension notice is issued. A copy of the suspension notice, setting forth the grounds for suspension, shall be sent to the Academy Board and to the Hearing Panel, if applicable. If this subsection is implemented, the notice and hearing procedures set forth in Section 10.4 shall be expedited as much as possible.
- b) <u>Disposition of State School Aid Funds</u>. Notwithstanding any other provision of the Contract, any state school aid funds received by the University Board after a decision by the University President to suspend the Contract, shall be retained by the University Board for the Academy until the Contract is reinstated, or shall be returned to the Michigan Department of Treasury.
- c) Immediate Revocation Proceeding. If the Academy Board, after receiving a Suspension Notice from the University President continues to engage in conduct or activities that are covered by the suspension notice, the Hearing Panel may immediately convene a Revocation Hearing in accordance with the procedures set forth in Section 10.3(e) of the Terms and Conditions. The Hearing Panel has the authority to accelerate the time line for revoking the Contract, provided that notice of the revocation hearing shall be provided to the University Charter Schools Office and the Academy Board at least five (5) days before the hearing. If the Hearing Panel determines that the Academy Board has continued to engage in conduct or activities that are covered by the suspension notice, the Hearing Panel may recommend revocation of the Contract. The University Board shall proceed to consider the Hearing Panel's recommendation in accordance with Section 10.3(f) through (i).

Section 10.5. Grounds and Procedures for Academy Termination of Contract. At anytime and for any reason, the Academy Board may terminate this Contract. The Academy Board shall notify the CSO Director in writing of the request for the termination of the Contract not less than ten (10) calendar months in advance of the effective date of termination. The University Board, in its sole discretion, may waive the

ten (10) month requirement. A copy of the Academy Board's resolution approving the Contract termination, including a summary of the reasons for terminating the Contract, shall be included with the written termination request.

Appointment of Conservator. Notwithstanding any other provision of the Contract, when the University Board determines that conditions or circumstances exist to lead the University Board to believe that the health, safety, educational or economic interest of the Academy or its students is at risk, the University Board may exercise superintending control over the Academy pending completion of the procedures described in Sections 10.3 and 10.7. The University Board may appoint a conservator to manage the day to day operations of the Academy in place of the Academy Board. A conservator appointed by the University Board shall have all the powers and authority of the Academy Board under this Contract and Applicable Law. Upon the appointment of a conservator, the appointment and term of office for each Academy Board member shall cease. If this section has been implemented and the Hearing Panel determines the revocation to be appropriate, the revocation shall become effective immediately upon the University Board's decision.

Section 10.7. <u>Termination by University Board</u>. The University Board, in its sole discretion, reserves the right to terminate the Contract for any reason provided that such termination shall not take place less than one (1) year from the date of the University Board's action. The University Charter Schools Office shall provide notice of the termination to the Academy. If during the period between the University Board action to terminate and the effective date of termination, the Academy has violated the Contract or Applicable Law, the Contract may be revoked or suspended sooner or the University Board may take superintending control actions pursuant to this Article X.

Following issuance of this Contract, if there is a change in Applicable Law that the University Board, in its sole discretion, determines impairs its rights and obligations under the Contract or requires the University Board to make changes in the Contract that are not in the best interest of the University Board or the University, then the University Board may terminate the Contract at the end of the Academy's school fiscal year in which the University Board's decision to terminate is adopted.

Section 10.8. <u>Site Authorization Termination</u>. If the Academy for any reason is unable to enroll students and conduct classes within (12) twelve months from the identified opening date of a site authorized by this Contract, then the University Board's authorization to use the proposed site(s) is automatically terminated without further action of the parties. The University Board may waive this (12) twelve month requirement by written permission prior to the conclusion of the (12) twelve month period.

Section 10.9. <u>Adverse University Board Action Against Academy Site</u> Constituting Separate Contract. If the University Board has authorized the Academy to

operate at different sites under this Contract, and those different sites constitute the issuance of more than one contract for purposes of section 524 of the Code, then the University Board, at its sole discretion, may take action, under the applicable section of this Article X, to revoke, suspend or terminate a permitted site constituting a contract for purposes of Section 524 of the Code, without acting on or adversely affecting the Academy's authority to operate under this Contract or the Academy's authority to operate at another permitted site not subject to such action. If applicable, the University Board shall identify the site constituting a contract for purposes of Section 524 of the Code in any notice issued under this Article X.

ARTICLE XI

PROVISIONS RELATING TO URBAN HIGH SCHOOL ACADEMIES

Section 11.1. <u>Grand Valley State University Faculty Employment in the Academy</u>. Subject to the ability of the Academy to reach separate agreement on the terms, the Academy is permitted to use University faculty as classroom teachers in any grade.

- Section 11.2. <u>The Academy Faculty Appointment to Grand Valley State University Faculty</u>. Nothing in this Contract shall prohibit a member of the Academy faculty from being appointed to or serving as a member of the University faculty.
- Section 11.3. <u>Student Conduct and Discipline</u>. The Academy Board shall adopt, abide by and enforce its own set of written policies concerning student conduct and student discipline.
- Section 11.4. <u>Insurance</u>. The Academy shall secure and maintain in its own name as the "first named insured" at all times the following insurance coverages:
 - a) Property insurance covering all of the Academy's real and personal property, whether owned or leased;
 - b) General/Public Liability with a minimum of one million dollars (\$1,000,000) per occurrence and two million dollars (\$2,000,000) aggregate (Occurrence Form);
 - c) Auto Liability (Owned and Non-Owned) with a minimum of one million dollars (\$1,000,000) (Occurrence Form);
 - d) Workers' Compensation or Workers' Compensation without employees "if any" insurance (statutory limits) and Employers' Liability insurance with a minimum of five hundred thousand dollars (\$500,000);
 - e) Errors & Omissions insurance including Directors & Officers and School Leaders Errors & Omissions Liability insurance with a minimum of one

- million dollars (\$1,000,000) per occurrence and three million dollars (\$3,000,000) aggregate (Claims Made or Occurrence Form);
- f) Crime including employee dishonesty insurance with a minimum of five hundred thousand dollars (\$500,000);
- g) Employment Practices Liability insurance with a minimum of one million dollars (\$1,000,000) per claim/aggregate (Claims Made or Occurrence Form).

The insurance must be obtained from a licensed mutual, stock, or other responsible company licensed to do business in the State of Michigan. The insurance carrier(s) must be an "A" best rating or better. The Academy may join with other public school academies to obtain insurance if the Academy finds that such an association provides economic advantages to the Academy, provided that each Academy maintains its identity as first named insured.

The Academy shall list the University Board and the University on the insurance policies as an additional insured on insurance coverages listed in (b), (c), (e) and (g) above. The Academy shall have a provision included in all policies requiring notice to the University, at least thirty (30) days in advance, upon termination or non-renewal of the policy or of changes in insurance carrier or policy limit changes. In addition, the Academy shall provide the University President copies of all insurance certificates and endorsements required by this Contract. The Academy shall also provide to the University President an entire copy of the insurance policies. The Academy may expend funds for payment of the cost of participation in an accident or medical insurance program to insure protection for pupils while attending school or participating in a school program or activity. Other insurance policies and higher minimum may be required depending upon academic offerings and program requirements.

The Academy understands that the University's insurance carrier periodically reviews the types and amounts of insurance coverages that the Academy must secure in order for the University to maintain insurance coverage for authorization and oversight of the Academy. In the event that the University's insurance carrier requests additional changes in coverage identified in this Section 11.4, the Academy agrees to comply with any additional changes in the types and amounts of coverage requested by the University's insurance carrier within thirty (30) days after notice of the insurance coverage change.

Section 11.5. <u>Transportation</u>. The Academy Board may enter into contract with other school districts or other persons, including municipal and county governments, for the transportation of the Academy students to and from school and for field trips. In addition, the Academy Board may use funds received from state school aid payments to pay for student transportation. In the event that the Academy Board contracts for transportation services, the Academy Board shall ensure that the company providing the transportation services is properly licensed in accordance with Applicable Law, and that

the company conducts criminal background and history checks on its drivers and other personnel who have direct contact with pupils in accordance with the Code.

Section 11.6. Extracurricular Activities and Interscholastic Sports. The Academy is authorized to join any organization, association, or league, which has as its objective the promotion and regulation of sport and athletic, oratorical, musical, dramatic, creative arts, or other contests by or between pupils.

Section 11.7. <u>Legal Liabilities and Covenants Not to Sue</u>. The Academy and Academy Board members acknowledge and agree that they have no authority to extend the faith and credit of the University or to enter into a contract that would bind the University. The Academy also is limited in its authority to contract by the amount of funds obtained from the state school aid fund, as provided hereunder, or from other independent sources. The Academy and Academy Board members hereby covenant not to sue the University Board, the University or any of its trustees, officers, employees, agents or representatives for any matters that arise under this Contract or otherwise. The University does not assume any obligation with respect to any Academy Director, employee, agent, parent, guardian, or independent contractor of the Academy, and no such person shall have the right or standing to bring suit against the University Board, the University or any of its Trustees, employees, agents, or independent contractors as a result of the issuing, termination or revocation of this Contract.

Section 11.8. <u>Lease or Deed for Proposed Single Site(s)</u>. The Academy shall provide to the designee of the University Board copies of its lease or deed for the premises in which the Academy shall operate. For each approved site or sites, a copy of the Academy's lease or deed shall be incorporated into this Contract under Schedule 12.

Section 11.9. Occupancy and Safety Certificates. The Academy Board shall: (i) ensure that the Academy's physical facilities comply with all fire, health and safety standards applicable to schools; and (ii) possess the necessary occupancy and safety certificates for the Academy's physical facilities. The Academy Board shall not conduct classes until the Academy has complied with this Section 11.9. Copies of these certificates shall be incorporated into this Contract under Schedule 12.

Section 11.10. <u>Deposit of Public Funds by the Academy</u>. The Academy Board agrees to comply with Section 1221 of the Revised School Code, being MCL 380.1221, regarding the deposit of all public or private funds received by the Academy. Such deposit shall be made within three (3) business days after receipt of the funds by the Academy.

Section 11.11. Contract Administrator and Educational Management Company Agreements. The Academy may enter into an agreement with the Contract Administrator to perform certain functions as outlined in the agreement. The Academy may enter into a management agreement with Educational Management Company to contract out its administrative and/or educational personnel. The proposed Contract Administrator

agreement and proposed management agreement(s) shall be submitted to the University President for review and shall be valid if not disapproved. Any subsequent amendments must be submitted to the University President for review and may be disapproved if the proposed Contract Administrator or management agreement amendment(s) violate either the Contract or Applicable Law.

Section 11.12. <u>Required Provisions for Contract Administrator and Educational Management Company Agreements</u>. The Contract Administrator agreement and any educational management company agreement entered into by the Academy must contain the following provisions:

"Indemnification of Grand Valley State University. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the Academy's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the Academy or [Contract Administrator] [Educational Management Company], or which arise out of the failure of the Academy to perform its obligations under the Contract issued to the Academy by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement."

"Revocation or Termination of Contract. If the Academy's Contract issued by the Grand Valley State University Board of Trustees is revoked or terminated, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked or termination without further action of the parties."

"Compliance with Academy's Contract. The [Contract Administrator] [Educational Management Company] agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Contract issued by Grand Valley State University Board of Trustees. The provisions of the Academy's Contract shall supersede any competing or conflicting provisions contained in this Agreement."

- Section 11.13. <u>Incompatible Public Offices and Conflicts of Interest Statutes</u>. Pursuant to Sections 522(3)(e) and (f), the Academy shall comply with the Incompatible Public Offices statute, Act No. 566 of the Public Acts of 1978, being MCL 15.181 to 15.185 of the Michigan Compiled Laws, and the Contracts of Public Servants With Public Entities statute, Act No. 371 of the Public Acts of 1968, being MCL 15.321 to 15.330 of the Michigan Compiled Laws. The Academy Board shall ensure compliance with Applicable Law relating to conflicts of interest. Notwithstanding any other provision of this Contract, the following shall be deemed a prohibited conflict of interest for purposes of this Contract:
- (a) An individual simultaneously serving as an Academy Board member and an owner, officer, director, employee or paid consultant of an Educational Management Company that has an agreement with the Academy;
- (b) An individual simultaneously serving as an Academy Board member and an Academy employee;
- (c) An individual simultaneously serving as an Academy Board member and an owner, officer, director, employee or paid consultant of the Contract Administrator;
- (d) An individual simultaneously serving as an Academy Board member and a independent contractor to the Academy;
- (e) An individual simultaneously serving as an Academy Board member and as a member of the governing board of another public school; and
- (f) An individual simultaneously serving as an Academy Board member and a University employee or paid consultant.
- Section 11.14. <u>Certain Familial Relationships Prohibited</u>. No person shall be eligible to serve as an Academy Board member if the person's spouse, child, parent, or sibling has: (i) an ownership interest in the Educational Management Company, the Contract Administrator or the Applicant; or (ii) if the person's spouse, child, parent, or sibling is in a managerial, administrative or officer position with the Educational Management Company, Contract Administrator or the Applicant.
- Section 11.15. <u>Dual Employment Positions Prohibited</u>. Any person working at the Academy is prohibited by law from being employed at the Academy in more than one full-time position and simultaneously being compensated for each position.

Section 11.16. <u>Information Available to the Public and University</u>.

(a) <u>Information to be provided by the Academy</u>. The Academy shall make information concerning its operation and management, including without limitation the information described in Schedule 14, available to the public and the University in the

same manner and to the same extent as is required for school districts under Applicable Law.

(b) <u>Information to be provided by Educational Management Company</u>. The agreement between the Academy and the Educational Management Company shall contain a provision requiring the Educational Management Company to make information concerning the operation and management of the Academy, including without limitation the information described in Schedule 14, available to the Academy as deemed necessary by the Academy Board in order to enable the Academy to fully satisfy its obligations under subparagraph (a).

ARTICLE XII

GENERAL TERMS

Section 12.1. <u>Notices</u>. Any and all notices permitted or required to be given hereunder shall be deemed duly given; (i) upon actual delivery, if delivery by hand; or (ii) upon receipt by the transmitting party or confirmation or answer back if delivery is by telex or telegram; or (iii) upon delivery into United States mail if delivery is by postage paid first class mail. Each such notice shall be sent to the respective party at the address indicated below or to any other person or address as the respective party may designate by notice delivered pursuant hereto:

If to Grand Valley State University Board of Trustees:

Charter Schools Office Director

1 Campus Drive Allendale, MI 49401

If to Academy: The Public School Academies of Detroit

500 Woodward Avenue

Suite 4000

Detroit, MI 48226

Section 12.2. <u>Severability</u>. If any provision in this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provision or the remaining provisions of this Contract. If any provision of this Contract shall be or become in violation of any local, state or federal law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

Section 12.3. <u>Successors and Assigns</u>. The terms and provisions of this Contractare binding on and shall inure to the benefit of the parties and their respective successors and permitted assigns.

Section 12.4. Entire Contract. This Contract sets forth the entire agreement between the University Board and the Academy with respect to the subject matter of this Contract. All prior application materials, contracts, representations, statements, negotiations, understandings, and undertakings, are superseded by this Contract.

Section 12.5. Assignment. This Contract is not assignable by either party.

Section 12.6. <u>Non-Waiver</u>. Except as provided herein, no term or provision of this Contract shall be deemed waived and no breach or default shall be deemed excused, unless such waiver or consent shall be in writing and signed by the party claimed to have waived or consented. No consent by any party to, or waiver of, a breach or default by the other, whether expressed or implied, shall constitute a consent to, waiver of, or excuse for any different or subsequent breach or default.

Section 12.7. <u>Indemnification</u>.

- (a) Academy Indemnification. The Academy agrees to indemnify and hold the University Board, the University and its Board of Trustees members, officers, employees, agents or representatives harmless from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's receipt, consideration or approval of the Application, the University Board's approval of the Method of Selection Resolution or the Authorizing Resolution, legal challenges to the validity of Part 6c of the Code or actions taken by the University Board as an authorizing body under Part 6c of the Code, the University Board's consideration of or issuance of a Contract, the Academy's preparation for and operation of a public school, or which are incurred as a result of the reliance of the University Board, the University and its Board of Trustees members. officers, employees, agents or representatives upon information supplied by the Academy, or which arise out of the failure of the Academy to perform its obligations under this Contract. The foregoing provision shall not be deemed a relinquishment or waiver of any kind of Section 7 of the Governmental Liability for Negligence Act, being Act No. 170, Public Acts of Michigan, 1964.
- (b) Applicant Indemnification. As part of the Application, the Applicant has entered into an Indemnification Agreement with the University Board and has agreed, under certain conditions, to indemnify and hold harmless the University Board, the University and its Board of Trustees members, officers, employees, agents and representatives. Under the Indemnification Agreement, the Applicant's indemnity obligation commenced on the date the Application was approved by the University Board, and shall continue for a period of two years following the date the University Board issued the Contract to the Academy. The Applicant's Indemnification Agreement

contained in the Application is hereby incorporated into these Terms and Conditions and shall be considered a part of this Contract.

- Section 12.8. <u>Construction</u>. This Contract shall be construed fairly as to both parties and not in favor of or against either party, regardless of which party prepared the Contract.
- Section 12.9. <u>Force Majeure</u>. If any circumstances occur which are beyond the control of the parties, which delay or render impossible the obligations of one or both of the parties, the parties' obligations to perform such services shall be postponed for an equivalent period of time or shall be canceled, if such performance has been rendered impossible by such circumstances.
- Section 12.10. No Third Party Rights. This Contract is made for the sole benefit of the Academy and the University Board and no other person or entity, including without limitation, the Applicant, the Educational Management Company or the Contract Administrator. Except as otherwise provided, nothing in this Contract shall create or be deemed to create a relationship between the parties hereto, or either of them, and any third person, including a relationship in the nature of a third party beneficiary or fiduciary.
- Section 12.11. <u>Non-agency</u>. It is understood that the Academy is not the agent of the University.
- Section 12.12. Governing Law. This Contract shall be governed and controlled by the laws of the State of Michigan as to interpretation, enforcement, validity, construction, and effect, and in all other respects.
- Section 12.13. <u>Counterparts</u>. This Contract may be executed in any number of counterparts. Each counterpart so executed shall be deemed an original, but all such counterparts shall together constitute one and the same instrument.

Section 12.14. <u>Initial Term of Contract and Renewal</u>.

- (a) <u>Initial Term of Contract</u>. This Contract shall commence on the date first set forth above. If the Academy satisfies the conditions set forth below in Section 12.14(b), this Contract shall be in effect for ten (10) years and shall expire on June 30th of the tenth year after the issuance of the Contract, unless sooner revoked or terminated according to the terms hereof.
- (b) <u>Termination of Contract During Initial Term of Contract</u>. Consistent with the procedures set forth in this Section 12.14(b), this Contract will terminate if any of the following does not occur prior to the first day the Academy opens a school building/site for operation to receive State School Aid payments, or on the date designated by the University, if other than the first day the Academy opens:

- (i) The Academy shall provide to the Charter Schools Office Director a copy of the Academy's agreements with any Educational Management Company and the Contract Administrator. The terms and conditions of the agreements must be acceptable to the University President.
- (ii) The Academy shall provide to the Charter Schools Office Director a copy of the Academy's real property lease for the school facilities set forth in Schedule 12. The terms and conditions of the real property lease must be acceptable to the University President.
- (iii) The Academy, through legal counsel, shall provide a legal opinion to the Charter Schools Office Director confirming that the Academy Board's approval and execution of any real property lease or other agreement with Educational Management Company, the Contract Administrator, the Applicant or an affiliate of the Applicant complies with the Contracts of Public Servants with Public Entities statute, MCL 15.321 et seq.
- (iv) The Academy shall provide to the Charter Schools Office Director, if applicable, a copy of an AHERA asbestos plan and lead based paint survey for the Academy's school facility identified in Schedule 12.
- (v) The Academy shall provide to the Charter Schools Office Director, if applicable, a copy of a current boiler inspection/ approval for the Academy's school facility identified in Schedule 12.
- (vi) The Academy shall provide documentation to the Charter Schools Office Director confirming that the Academy has received occupancy approval from the Michigan Department of Consumer and Industry Services' Office of Fire Safety for the Academy's school facility identified in Schedule 12.
- (vii) The Academy shall provide documentation to the Charter Schools Office Director that it has obtained a short-term cash flow loan to cover the initial cost of operations for the initial academic year. The Academy shall comply with section 1225 of the Revised School Code and the Revised Municipal Finance Act with respect to approving and obtain such funds.
- (viii) Any additional financial information or documentation requested by the University President.

The Academy shall notify the Charter Schools Office in writing following completion of the conditions set forth in this Section 12.14(b). For good cause, the Charter Schools Office Director may extend the deadlines set forth above. If the Charter Schools Office Director determines that the Academy has not satisfied the conditions set forth in this Section 12.14(b), the Charter Schools Office Director shall issue a Contract termination letter to the Academy for failing to meet certain conditions set forth in this Section 12.14(b). The issuance of the termination letter by the Charter Schools Office Director shall automatically terminate this Contract without any further action by either the University Board or the Academy Board. Upon issuance of the termination letter, the Charter Schools Office Director shall notify the Superintendent of Public Instruction and the Michigan Department of Education that the Contract has been terminated.

(c) <u>Contract Renewal</u>. The University Board retains the right to determine whether or not the Academy has met "substantial compliance" with all Contract requirements, including but not limited to contractual operational compliance and the attainment of educational goals.

Section 12.15. <u>Survival of Provisions</u>. The terms, provisions, and representations contained in Section 11.4, Section 11.7, Section 11.12 and Section 12.7, and any other provision of this Contract that by their sense and context are intended to survive termination of this Contract shall survive.

Section 12.16. <u>Termination of Responsibilities</u>. Upon termination or revocation of this Contract, the University Board and its designees shall have no further obligations or responsibilities under this Contract to the Academy or any other person or persons in connection with this Contract.

[INTENTIONALLY LEFT BLANK]

As the designated representative of the Grand Valley State University Board of Trustees, I hereby issue this Contract to the Academy on the date set forth above.

GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES

By:

Iniversity Board Chairperson

As the authorized representative of the Academy, I hereby certify that the Academy is able to comply with the Contract and all Applicable Law, and that the Academy, through its governing board, has approved and agreed to comply with and be bound by this Contract.

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

Bv:

Chairperson, Board of Directors



CERTIFIED COPY OF RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF GRAND VALLEY STATE UNIVERSITY ON FEBRUARY 14, 2014:

Authorization of Amended Method of Selection Resolution for the Public School Academies of Detroit

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, the Board of Trustees has issued a contract to the Public School Academies of Detroit, effective August 26, 2008; and

WHEREAS, the Public School Academies of Detroit desires an amendment to the Method of Selection to allow for increased board member participation;

NOW, THEREFORE, BE IT RESOLVED:

That the Board of Trustees establishes the method of selection, length of term and number of members of the Academy's Board of Directors as follows:

- 1. <u>Method of Selection and Appointment of Academy Board Members:</u>
 - Я. Academy Board Member Nominations and Appointments: As part of the public school academy application, the public school academy applicant shall propose to the Director of the University Charter Schools Office ("Director"), the names of proposed individuals to serve on the initial board of directors of the proposed public school academy. When the Director recommends an initial contract for approval to the Board of Trustees, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the public school academy applicant. To be considered for appointment, the nominees must have completed the required board member candidate application materials, including at least (i) the Academy Board Member Questionnaire prescribed by the University Charter Schools

- Office; and (ii) the Criminal Background Check Report prescribed by the University Charter Schools Office.
- b. Subsequent Academy Board Member Nominations and Appointments: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board of Director positions. As part of the appointment process, the Academy Board may submit to the Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating resolution. The Director may or may not recommend the proposed nominee submitted by the Academy Board. If the Director does not recommend a nominee submitted by the Academy Board, the Director shall select a nominee and forward that recommendation to the Board of Trustees for appointment. The Board of Trustees shall have the sole and exclusive right to appoint members to the Academy Board.
- C. **Exigent Appointments:** When the Director determines an "exigent condition" exists which requires him/her to make an appointment to a public school academy's board of directors, the Director, with University President approval, may immediately appoint a person to serve as a public school academy board member for the time specified, but not longer than the next meeting held by the Board of Trustees when a regular appointment may be made by the Board of Trustees. The Director shall make the appointment in writing and notify the public school academy's board of directors of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the Board of Trustees determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.
- 2. Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the GVSU Charter Schools Office including, but not limited to, a GVSU Academy Board Member Questionnaire and a release for criminal history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of GVSU or be a member of the Board of Trustees.

- 3. Oath /Acceptance of Office / Voting Rights: Following appointment by the Board of Trustees, Academy Board Appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation of Public Office administered by a member of the Academy Board, other public official or notary public.
- 4. Length of Term; Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the Board of Trustees for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the Board of Trustees determines that an Academy Board member's service in office is no longer required, then the Board of Trustees may remove an Academy board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may be removed from office by a two-thirds (2/3) vote of the Academy's Board for cause.

- Sesignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the Director. The resignation is effective upon receipt by the Director, unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is provided, then the Director shall confirm a resignation in writing. The resignation shall be effective upon the date the Director sends confirmation to the resigning Academy Board member.
- 6. <u>Vacancy:</u> An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from Office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 7. <u>Filling a Vacancy:</u> The Academy Board may nominate and the Director shall recommend or temporarily appoint persons to fill a

vacancy as outlined in the "Subsequent Appointments" and "Exigent Appointments" procedures in this resolution.

- 8. Number of Academy Board Member Positions: The number of member positions of the Academy Board of Directors shall be five (5), seven (7), nine (9), or eleven (11) as determined from time to time by the Academy Board.
- 9. Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| # of Academy Board positions | # required for Quorum |
|------------------------------|-----------------------|
| Five (5) | Three (3) |
| Seven (7) | Four (4) |
| Nine (9) | Five (5) |
| Eleven (11) | Six (6) |

10. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # of Academy Board positions Five (5) | # for Quorum Three (3) | # required to act Three (3) |
|---------------------------------------|---------------------------|--------------------------------|
| Seven (7) | Four (4) | Four (4) |
| Nine (9) Eleven (11) | Five (5) Six (6) | Five (5) Six (6) |

IN WITNESS WHEREOF, I have hereunto signed my name as Secretary and have caused the seal of said body corporate to be hereto affixed this 24th day of February 2014.

Peri L. Losey, Secretary

Board of Trustees

Grand Valley State University

SCHEDULE 1

METHOD OF SELECTION RESOLUTION AND <u>AUTHORIZING RESOLUTION</u>

The method of selection resolution and authorizing resolution are attached:

- Method of Selection Resolution, dated April 28, 2006 (PSAD)
- Authorizing Resolution, dated April 28, 2006 (PSAD: UPSM)
- Authorizing Resolution, dated April 25, 2008 (PSAD: UPA)
- Authorizing Resolution, dated April 25, 2008 (PSAD: HFA)



MINUTES

FOR REGULAR MEETING

OF THE BOARD OF TRUSTEES

OF GRAND VALLEY STATE UNIVERSITY

The second meeting in 2008 of the Board of Trustees of Grand Valley State University was held at the Kirkhof Center on the Allendale Campus of Grand Valley State University on Friday, April 25, 2008.

The following members of the Board were present:

Donna K. Brooks

Noreen K. Myers

Shelley E. Padnos

Lucille S. Taylor, Chair

Michael D. Thomas

Kate Pew Wolters

Thomas J. Haas, President, Ex Officio

The following members of the Board were absent:

Daniel J. Aronoff

Dorothy A. Johnson

The following Executive and Board officers were present:

Jeanne J. Arnold, Vice President for Inclusion and Equity

Jim Bachmeier, Vice President for Finance and Administration,

and Treasurer, Board of Trustees

Gayle R. Davis, Provost and Vice President for Academic Affairs

Teri L. Losey, Special Assistant to the President and Secretary, Board of Trustees

Matthew E. McLogan, Vice President for University Relations

Maribeth G. Wardrop, Vice President for Development

The meeting was called to order at 11:00 a.m.

I. <u>SECRETARY'S REPORT</u>

(Teri L. Losey)

08-2-1 (1) Approval of Minutes of Prior Meeting

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the minutes of the meeting, held February 29, 2008, are approved as distributed.

08-2-2 (2) Motion to Adopt Agenda

On motion by Mrs. Brooks and second by Mr. Thomas, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees agenda for the April 25, 2008, meeting is approved as distributed.

08-2-3 (3) <u>Commencement Announcements</u>

April Commencement will be held on Saturday, April 26, 2008, at the Van Andel Arena in downtown Grand Rapids. The first ceremony will begin promptly at 10 a.m. and the second promptly at 3 p.m. Additional information regarding robing location, parking arrangements, etc. for the April 26 Commencement ceremonies has been mailed to members of the Board of Trustees.

Additionally, the Traverse City Commencement ceremony will be held on Thursday, May 1, 2008, at the Grand Traverse Resort in Acme, Michigan beginning at 6 p.m.

08-2-4 (4) Bylaw Amendment for Nominating Committee

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

RESOLVED, the Board of Trustees of Grand Valley State University approves the amendment to Article V, Section 5.1 of the Bylaws as presented at this meeting.

Chair Taylor identified the following candidates for the nominating committee:

Dorothy A. Johnson, Chair Noreen K. Myers Michael D. Thomas

The Board of Trustee election of officers will occur at the July 18, 2008, meeting.

II. GENERAL REPORTS

08-2-5 (5) Personnel Actions

On motion by Mrs. Brooks and second by Mr. Thomas, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the personnel actions as reported at this meeting.

08-2-6 (6) Gift and Grant Summary

On motion by Mrs. Brooks and second by Mr. Thomas, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees gratefully accepts the gifts and grants of \$2,435,209.39 presented at this meeting for January 1, 2008 through February 29, 2008.

08-2-7 (7) Revision to Administrative Manual - Chapter 4 - Section 2

On motion by Mr. Thomas and second by Ms. Padnos, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the changes to Chapter 4, Section 2.5 – Regular Faculty Rank; Section 2.8 – Academic Tenure; Section 2.9 – Evaluation Criteria for Renewal of Probationary Appointments, Promotion, Tenure, and Periodic Performance Reviews; and Section 2.20 – Salary Administration of the Administrative Manual, as presented at this meeting.

08-2-8 (8) Revisions to Administrative Manual Chapter 3 – Section C.1

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the change to Chapter 3, Section C.1 – Undergraduate Degree Programs, of the Administrative Manual to rename the undergraduate Public Administration program to Public and Nonprofit Administration.

08-2-9 (9) Faculty Achievements

08-2-10 (10) 2008-2009 Endowment Fund Spending Rates

On motion by Ms. Padnos and second by Mrs. Wolters, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the 2008-2009 Endowment Fund Spending Rates as presented at this meeting.

08-2-11 (11) 2008-2009 and Revised 2007-2008 Auxiliary Operating Budgets

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the 2008-2009 and Revised 2007-2008 Auxiliary Operating Budgets as presented at this meeting.

08-2-12 (12) Preliminary Spending Authority for Fiscal Year 2008-2009

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the Preliminary Spending Authority at levels consistent with the 2007-2008 budget for Fiscal Year 2008-2009 until the 2008-2009 budget is adopted.

08-2-13 (13) Charter Schools Report

I. Resolution Approving the Merger, Transfer of Enrolled Pupils and Property Between University Preparatory Academy and Public School Academies of Detroit; the Termination of the University Preparatory Academy Contract; the Addition of Sites to Public School Academies of Detroit Contract and the Issuance of A Second Contract to Public School Academies of Detroit Comprised of Additional Sites

On motion by Ms. Myers and second by Ms. Padnos, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature and Governor recently passed Public Act 1 of 2008 ("PA 1") which, among other things, amends part 6A of the Revised School Code ("Code") by authorizing a public school academy to transfer its enrolled pupils and property to another public school; and

WHEREAS, under the Code, public school academies and urban high school academies are organized as nonprofit corporations in the state of Michigan, subject to the Michigan Non-Profit Corporations Act, MCL 450.2101 et seq. ("Act"); and

WHEREAS, the Act contains provisions which allow two or more non-profit corporations to merge together; and

WHEREAS, according to PA 1, a public school academy is required to seek approval from its authorizing body for the proposed transfer of its enrolled pupils and property before the transfer can be implemented; and

WHEREAS, the University Preparatory Academy ("UPA") board of directors, a public school academy authorized by the Board of Trustees of Grand Valley State University ("University Board"), at its March 10, 2008 meeting, adopted a resolution approving a plan of merger and merger proposal in accordance with the Act that would, among other things, merge UPA into the Public School Academies of Detroit ("Academy") and transfer UPA's enrolled pupils and property to the Academy, an urban high school academy authorized by the University Board; and

WHEREAS, the Academy, at its April 8, 2008 meeting, adopted a resolution approving a plan of merger which, upon the effective date of the merger, will result in UPA and the Academy merging with the Academy being the surviving corporation upon completion of the merger, as well as UPA's enrolled pupils and property being transferred to the Academy; and

WHEREAS, the University Board, as the authorizing body for both UPA and the Academy, has reviewed the proposed plan of merger and hereby agrees to permit (i) UPA to merge into the Academy with the Academy being the surviving corporation upon completion of the merger; and (ii) UPA's enrolled pupils and property to be transferred to the Academy.

NOW, THEREFORE, BE IT RESOLVED:

APPROVAL OF MERGER AND TRANSFER OF PUPILS AND PROPERTY

- 1. To the extent required by the Code, the University Board hereby approves:
 - (a) the merger between UPA and the Academy; and
 - (b) the transfer of UPA's property to the Academy.
- 2. As required by the Code, the University Board hereby approves the transfer of UPA's enrolled pupils to the Academy.
- UPA and the Academy shall provide the University Charter Schools
 Office with a copy of the executed plan of merger and all executed
 agreements and documents in connection with the merger.

TERMINATION OF UPA CONTRACT

4. The University Board hereby approves termination of UPA's contract. The effective date of termination shall be the same date that Academy students commence classes for the 2008-2009 school year.

APPROVAL OF ADDITIONAL ACADEMY SITES

- 5. In accordance with Section 524(1), MCL 380.524(1) of the Code, the University Board hereby approves an amendment of the Academy's contract to include the former UPA school sites and an additional site at the following locations:
 - (a) 957 Holden Street, Detroit, MI 48202
 - (b) 5310 St. Antoine Street, Detroit, MI 48202
 - (c) 600 Antoinette Street, Detroit, MI 48202
 - (d) 435 Amsterdam Street, Detroit, MI 48202

ISSUANCE OF A SECOND CONTRACT TO THE ACADEMY

- In accordance with Section 6.11 of the General Terms and Conditions incorporated into the Academy's contract, dated December 14, 2007, the University Board hereby issues a second contract to the Academy.
- II. Resolution Authorizing Site Changes for Public School Academies of Detroit

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, according to this law, the Board of Trustees of Grand Valley State University ("Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate urban high school academies; and

WHEREAS, according to this law, the Board of Trustees is empowered to issue one or more contracts to an urban high school academy corporation;

WHEREAS, the Board of Trustees has issued a contract to the Public School Academies of Detroit ("Academy") to operate a school at certain sites known as University Preparatory Science and Math ("UPSM"); and

WHEREAS, the Academy, by separate resolution, has requested that the University Board approve site changes for UPSM's temporary facility for the 2008-2009 academic year;

NOW, THEREFORE, BE IT RESOLVED:

In accordance with Section 6.11 of the General Terms and Conditions incorporated into the Academy's contract, dated December 14, 2007, the University Board hereby approves an amendment of the Academy's contract to include the following proposed site for UPSM:

One Campus Martius Detroit, Michigan 48226

III. Resolution Authorizing The Issuing A Third Contract to Public School Academies of Detroit Constituting Additional Sites

On motion by Ms. Myers and second by Mrs. Brooks, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, according to this law, the Board of Trustees of Grand Valley State University ("Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate urban high school academies; and

WHEREAS, according to this law, the Board of Trustees is empowered to issue one or more contracts to an urban high school academy corporation;

WHEREAS, the Board of Trustees has issued a contract to the Public School Academies of Detroit ("Academy") to operate a school known as University Preparatory Science & Math; and

WHEREAS, the Board of Trustees, by separate resolution, has approved a merger between the Academy and University Preparatory Academy ("UPA") and has issued a second contract to the Academy to operate a school known as UPA; and

WHEREAS, the Academy Board of Directors, in consultation with the Thompson Education Foundation, the Academy's applicant and contract administrator, has submitted an application to the Board of Trustees for the issuance of a third contract to operate a school known as Henry Ford Academy: School for Creative Studies.

NOW, THEREFORE, BE IT RESOLVED:

- That the application, submitted under Section 522 of the Revised School Code ("Code"), MCL 380.522, meets the Board of Trustees requirements and the requirements of applicable law and is therefore approved;
- In accordance with Section 524(1), MCL 380.524(1) of the Code, the University Board hereby approves an amendment of the Academy's contract to include the proposed site for the Henry Ford Academy: School for Creative Studies:

Argonaut Building 435-485 West Milwaukee Detroit, Michigan 48202

3. In accordance with Section 6.11 of the General Terms and Conditions incorporated into the Academy's contract, dated December 14, 2007, the University Board hereby issues a third contract to the Academy provided that, before execution of the contract amendment memorializing this contract, the University President or his designee affirms that all terms of the contract amendment have been agreed upon by the Academy.

IV. Achieve Charter Academy

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of public school academies as part of the Michigan public school system by enacting Act No. 362 of the Public Acts of 1993; and

WHEREAS, according to this legislation, the Grand Valley State University Board of Trustees (the "Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate public school academies; and

WHEREAS, the Michigan Legislature has mandated that public school academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed public school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed public school academy; and

WHEREAS, the Grand Valley State University Board of Trustees, having requested applications for organizing public school academies and having reviewed the applications according to the provisions set forth by the Michigan Legislature;

NOW, THEREFORE, BE IT RESOLVED:

- 1. That the application for Achieve Charter Academy ("Academy"), submitted under Section 502 of the Revised School Code, meets the Board of Trustees' requirements and the requirements of applicable law, is therefore approved;
- 2. That the Board of Trustees establishes the method of selection, length of term and number of members of the Academy's Board of Directors as follows:

Method of Selection and Appointment of Academy Board Members:

- a. Academy Board Member Nominations and Appointments: As part of the public school academy application, the public school academy applicant shall propose to the Director of the University Charter Schools Office ("Director"), the names of proposed individuals to serve on the initial board of directors of the proposed public school academy. When the Director recommends an initial contract for approval to the Board of Trustees, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the public school academy applicant. To be considered for appointment, the nominees must have completed the required board member candidate application materials, including at least (i) the Academy Board Member Questionnaire prescribed by the University Charter Schools Office; and (ii) the Criminal Background Check Report prescribed by the University Charter Schools Office.
- b. Subsequent Academy Board Member Nominations and Appointments: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board of Director positions. As part of the appointment process, the Academy Board may submit to the Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating

resolution. The Director may or may not recommend the proposed nominee submitted by the Academy Board. If the Director does not recommend a nominee submitted by the Academy Board, the Director shall select a nominee and forward that recommendation to the Board of Trustees for appointment. The Board of Trustees shall have the sole and exclusive right to appoint members to the Academy Board.

- C. Exigent Appointments: When the Director determines an "exigent condition" exists which requires him/her to make an appointment to a public school academy's board of directors, the Director, with University President approval, may immediately appoint a person to serve as a public school academy board member for the time specified, but not longer than the next meeting held by the Board of Trustees when a regular appointment may be made by the Board of Trustees. The Director shall make the appointment in writing and notify the public school academy's board of directors of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the Board of Trustees determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.
- 3. Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the GVSU Charter Schools Office including, but not limited to, a GVSU Academy Board Member Questionnaire and a release for criminal history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of GVSU or be a member of the Board of Trustees.
- 4. Oath /Acceptance of Office / Voting Rights: Following appointment by the Board of Trustees, Academy Board Appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation of Public Office administered by a member of the Academy Board, other public official or notary public.

5. Length of Term; Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the Board of Trustees for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the Board of Trustees determines that an Academy Board member's service in office is no longer required, then the Board of Trustees may remove an Academy board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may be removed from office by a two-thirds (2/3) vote of the Academy's Board for cause.

- 6. Resignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the Director. The resignation is effective upon receipt by the Director, unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is provided, then the Director shall confirm a resignation in writing. The resignation shall be effective upon the date the Director sends confirmation to the resigning Academy Board member.
- 7. <u>Vacancy</u>: An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from Office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 8. Filling a Vacancy: The Academy Board may nominate and the Director shall recommend or temporarily appoint persons to fill a vacancy as outlined in the "Subsequent Appointments" and "Exigent Appointments" procedures in this resolution.
- 9. Number of Academy Board Member Positions: The number of member positions of the Academy Board of Directors shall be five (5), seven (7) or nine (9), as determined from time to time by the Academy Board.

10. Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| # of Academy Board positions | # required for Quorum | |
|------------------------------|-----------------------|--|
| Five (5) | Three (3) | |
| Seven (7) | Four (4) | |
| Nine (9) | Five (5) | |

11. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # of Academy Board positions Five (5) | # for Quorum Three (3) | # required to act Three (3) |
|---------------------------------------|------------------------|--------------------------------|
| Seven (7) Nine (9) | Four (4) Five (5) | Four (4) Five (5) |

12. <u>Initial Members of the Board of Directors</u>: The Grand Valley State University Board of Trustees appoints the following persons to serve as the initial members of the Academy's Board of Directors for the designated term of office set forth below:

| Charles N. Ash, Jr. | 3 year term expiring June 30, 2011 |
|----------------------|------------------------------------|
| Adelaide E. Jackson | 3 year term expiring June 30, 2011 |
| Heather A. Kellstrom | 2 year term expiring June 30, 2010 |
| Laura S. Packer | 1 year term expiring June 30, 2010 |

- 13. The Board of Trustees approves and authorizes the execution of a contract to charter a public school academy to the Academy and authorizes the University President or designee to issue a contract to charter a public school academy and related documents ("Contract") to the Academy, provided that, before execution of the Contract, the University President or designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the Contract and Applicable Law. This resolution shall be incorporated in and made part of the Contract.
- 14. Within ten days after the Board of Trustees issues the Contract, the Director will submit the Contract to the Michigan Department of Education. Pursuant to the State School Aid Act of 1979, the Michigan Department of Education shall, within thirty days after the Contract is submitted to the Michigan Department of Education, issue a district code number to each public school academy that is authorized under the Revised School Code and is eligible to receive

funding under the State School Aid Act. By approving and issuing the Contract, the Board of Trustees is not responsible for the Michigan Department of Education's issuance or non-issuance of a district code number. As a condition precedent to the Board of Trustees' issuance of the Contract, the Applicant, the Academy and the Academy's Board of Directors shall acknowledge and agree that the Board of Trustees, Grand Valley State University, its officers, employees and agents are not responsible for any action taken by the Academy in reliance upon the Michigan Department of Education's issuance of a district code number to the Academy, or for any Michigan Department of Education's decision resulting in the non-issuance of a district code number to the Academy.

V. Reauthorization of Charter Contract

Warrendale Charter Academy, Detroit (7 year)

On motion by Mrs. Brooks and second by Ms. Myers, the following resolution was adopted unanimously:

WHEREAS, the Board of Trustees of Grand Valley State University at its meeting on June 18, 2001, authorized the issuance of a contract to charter a public school academy to Warrendale Charter Academy (the "Academy") with an effective date of June 18, 2001.

NOW, THEREFORE, BE IT RESOLVED:

- 1. The Board of Directors of the Academy were selected in accordance with the resolution adopted by the Grand Valley State University Board of Trustees establishing the method of selection, length of term, and number of members of the Academy Board. This resolution is incorporated in and made part of the contract as Schedule 1.
- 2. The contract of this Academy is due to expire on June 30, 2008.
- 3. The University's Charter Schools Office has completed its evaluation and assessment of the operation and performance of the Academy.
- 4. The Board of Trustees of Grand Valley State University may consider there issuance of a contract to charter following an evaluation and assessment by the University's Charter Schools Office that concludes that the operation and performance of the academy warrants the reissuance of a contract.
- 5. The present Board of Directors of the Academy has requested the reissuance of a contract to charter as a public school academy.

- 6. The University President or his designee has recommended the reissuance of a contract to charter as a public school academy to the Academy for a seven (7) year term beginning July 1, 2008 and ending June 30, 2015.
- 7. The Grand Valley State University Board of Trustees approves and reauthorizes the execution of a contract to charter a public school academy to the Academy and authorizes the University President or designee to execute the contract to charter a public school academy and related documents to the Academy for a seven (7) year term, provided that, before the execution of the contract, the University President or designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the contract and applicable law. This resolution shall be incorporated in and made part of the contract as Schedule 1.

VI. Amendment to Charter School Contract

Muskegon Technical Academy

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees of Grand Valley State University approves an amendment to the Contract to Charter a Public School Academy and Schedule 2, Articles of Incorporation, between Muskegon Technical Academy and Grand Valley State University Board of Trustees to reflect a change in the school name to WayPoint Academy.

VII. Restated Reach Charter Academy

On motion by Ms. Myers and second by Ms. Padnos, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of public school academies as part of the Michigan public school system by enacting Act No. 362 of the Public Acts of 1993; and

WHEREAS, according to this legislation, the Grand Valley State University Board of Trustees (the "Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate public school academies; and

WHEREAS, the Michigan Legislature has mandated that public school academy contracts be issued on a competitive basis taking into

consideration the resources available for the proposed public school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed public school academy; and

WHEREAS, the Grand Valley State University Board of Trustees, having requested applications for organizing public school academies and having reviewed the applications according to the provisions set forth by the Michigan Legislature;

NOW, THEREFORE, BE IT RESOLVED:

- 1. That the application for Reach Charter Academy ("Academy"), submitted under Section 502 of the Revised School Code, meets the Board of Trustees' requirements and the requirements of applicable law, is therefore approved;
- 2. That the Board of Trustees establishes the method of selection, length of term and number of members of the Academy's Board of Directors as follows:

Method of Selection and Appointment of Academy Board Members:

- Initial Academy Board Member Nominations and a. Appointments: As part of the public school academy application, the public school academy applicant shall propose to the Director of the University Charter Schools Office ("Director"), the names of proposed individuals to serve on the initial board of directors of the proposed public school academy. When the Director recommends an initial contract for approval to the Board of Trustees, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the public school academy applicant. To be considered for appointment, the nominees must have completed the required board member candidate application materials, including at least (i) the Academy Board Member Questionnaire prescribed by the University Charter Schools Office; and (ii) the Criminal Background Check Report prescribed by the University Charter Schools Office.
- b. <u>Subsequent Academy Board Member Nominations and Appointments</u>: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board of Director positions. As part of the appointment process, the Academy Board may submit to the

Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating resolution. The Director may or may not recommend the proposed nominee submitted by the Academy Board. If the Director does not recommend a nominee submitted by the Academy Board, the Director shall select a nominee and forward that recommendation to the Board of Trustees for appointment. The Board of Trustees shall have the sole and exclusive right to appoint members to the Academy Board.

- c. Exigent Appointments: When the Director determines an "exigent condition" exists which requires him/her to make an appointment to a public school academy's board of directors, the Director, with University President approval, may immediately appoint a person to serve as a public school academy board member for the time specified, but not longer than the next meeting held by the Board of Trustees when a regular appointment may be made by the Board of Trustees. The Director shall make the appointment in writing and notify the public school academy's board of directors of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the Board of Trustees determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.
- 3. Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the GVSU Charter Schools Office including, but not limited to, a GVSU Academy Board Member Questionnaire and a release for criminal history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of GVSU or be a member of the Board of Trustees.
- 4. Oath /Acceptance of Office / Voting Rights: Following appointment by the Board of Trustees, Academy Board Appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation

of Public Office administered by a member of the Academy Board, other public official or notary public.

5. Length of Term; Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the Board of Trustees for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the Board of Trustees determines that an Academy Board member's service in office is no longer required, then the Board of Trustees may remove an Academy board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may be removed from office by a two-thirds (2/3) vote of the Academy's Board for cause.

- 6. Resignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the Director. The resignation is effective upon receipt by the Director, unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is provided, then the Director shall confirm a resignation in writing. The resignation shall be effective upon the date the Director sends confirmation to the resigning Academy Board member.
- 7. <u>Vacancy</u>: An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from Office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 8. <u>Filling a Vacancy</u>: The Academy Board may nominate and the Director shall recommend or temporarily appoint persons to fill a vacancy as outlined in the "Subsequent Appointments" and "Exigent Appointments" procedures in this resolution.

- Number of Academy Board Member Positions: The number of member positions of the Academy Board of Directors shall be five (5), seven (7) or nine (9), as determined from time to time by the Academy Board.
- 10. Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| # of Academy Board positions | # required for Quorum | |
|------------------------------|-----------------------|--|
| Five (5) | Three (3) | |
| Seven (7) | Four (4) | |
| Nine (9) | Five (5) | |

11. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # for Quorum | # required |
|-----------------------------|-----------------------------------|
| Three (3) Four (4) Five (5) | to act Three 3) Four (4) Five (5) |
| | Three (3) |

12. <u>Initial Members of the Board of Directors</u>: The Grand Valley State University Board of Trustees appoints the following persons to serve as the initial members of the Academy's Board of Directors for the designated term of office set forth below:

Harry A. Briggs 2 year term expiring June 30, 2010
Lisa M. Klobucar 3 year term expiring June 30, 2011
Deborah B. Lowery 1 year term expiring June 30, 2009
Eira W. Moore 3 year term expiring June 30, 2011

- 13. The Board of Trustees approves and authorizes the execution of a contract to charter a public school academy to the Academy and authorizes the University President or designee to issue a contract to charter a public school academy and related documents ("Contract") to the Academy, provided that, before execution of the Contract, the University President or designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the Contract and Applicable Law. This resolution shall be incorporated in and made part of the Contract.
- 14. Within ten days after the Board of Trustees issues the Contract, the Director will submit the Contract to the Michigan Department of

Education. Pursuant to the State School Aid Act of 1979, the Michigan Department of Education shall, within thirty days after the Contract is submitted to the Michigan Department of Education, issue a district code number to each public school academy that is authorized under the Revised School Code and is eligible to receive funding under the State School Aid Act. By approving and issuing the Contract, the Board of Trustees is not responsible for the Michigan Department of Education's issuance or non-issuance of a district code number. As a condition precedent to the Board of Trustees' issuance of the Contract, the Applicant, the Academy and the Academy's Board of Directors shall acknowledge and agree that the Board of Trustees, Grand Valley State University, its officers, employees and agents are not responsible for any action taken by the Academy in reliance upon the Michigan Department of Education's issuance of a district code number to the Academy, or for any Michigan Department of Education's decision resulting in the nonissuance of a district code number to the Academy.

VIII. Appointment of Charter School Board of Directors

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

WHEREAS, the following person(s) have met the prescribed requirements and have been nominated pursuant to the procedures outlined in the "Method of Selection" approved by the Grand Valley State University Board of Trustees on June 25, 2004; and

WHEREAS, the Director of the University Charter Schools Office recommends that the following person(s) fill the vacancy and or term(s) on the Academy's Board of Directors;

THEREFORE, BE IT RESOLVED, the Board of Trustees of Grand Valley State University appoints the following person(s) and term(s):

Black River Public School

* Thomas F. Guarr

3 year term expiring June

30, 2011

* Barbara A. Zeller

3 year term expiring June

30, 2011

Discovery Elementary School

*Marie E. Kelley

3 year term expiring June

30, 2011

*Judith A. Kratzer

3 year term expiring June

30, 2011

Endeavor Charter Academy

*Linda M. Wendt

3 year term expiring June

30, 2011

Walker Charter Academy

*Ross A. Luurtsema

3 year term expiring June

30, 2011

West Michigan Academy of Arts and Academics

*Judy E. Bregman

3 year term expiring June

30, 2011

*Represents reappointment

08-2-14

(14) Student Senate Report

08-2-15

(15) President's Report

08-2-16

(16) Motion to Adjourn

RESOLVED, on motion by Mr. Thomas and second by Mrs. Brooks, the meeting was adjourned at 12:03.

Lucille S. Taylor, Chair

Board of Trustees

Teri L. Losey, Secretary

Board of Trustees



MINUTES

FOR REGULAR MEETING

OF THE BOARD OF TRUSTEES

OF GRAND VALLEY STATE UNIVERSITY

The second meeting in 2008 of the Board of Trustees of Grand Valley State University was held at the Kirkhof Center on the Allendale Campus of Grand Valley State University on Friday, April 25, 2008.

The following members of the Board were present:

Donna K. Brooks
Noreen K. Myers
Shelley E. Padnos
Lucille S. Taylor, Chair

Michael D. Thomas

Kate Pew Wolters

Thomas J. Haas, President, Ex Officio

The following members of the Board were absent:

Daniel J. Aronoff

Dorothy A. Johnson

The following Executive and Board officers were present:

Jeanne J. Arnold, Vice President for Inclusion and Equity Jim Bachmeier, Vice President for Finance and Administration, and Treasurer, Board of Trustees

Gayle R. Davis, Provost and Vice President for Academic Affairs

Teri L. Losey, Special Assistant to the President and Secretary, Board of Trustees

Matthew E. McLogan, Vice President for University Relations

Maribeth G. Wardrop, Vice President for Development

The meeting was called to order at 11:00 a.m.

I. <u>SECRETARY'S REPORT</u>

(Teri L. Losey)

08-2-1 (1) Approval of Minutes of Prior Meeting

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the minutes of the meeting, held February 29, 2008, are approved as distributed.

08-2-2 (2) Motion to Adopt Agenda

On motion by Mrs. Brooks and second by Mr. Thomas, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees agenda for the April 25, 2008, meeting is approved as distributed.

08-2-3 (3) <u>Commencement Announcements</u>

April Commencement will be held on Saturday, April 26, 2008, at the Van Andel Arena in downtown Grand Rapids. The first ceremony will begin promptly at 10 a.m. and the second promptly at 3 p.m. Additional information regarding robing location, parking arrangements, etc. for the April 26 Commencement ceremonies has been mailed to members of the Board of Trustees.

Additionally, the Traverse City Commencement ceremony will be held on Thursday, May 1, 2008, at the Grand Traverse Resort in Acme, Michigan beginning at 6 p.m.

08-2-4 (4) Bylaw Amendment for Nominating Committee

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

RESOLVED, the Board of Trustees of Grand Valley State University approves the amendment to Article V, Section 5.1 of the Bylaws as presented at this meeting.

Chair Taylor identified the following candidates for the nominating committee:

Dorothy A. Johnson, Chair Noreen K. Myers Michael D. Thomas

The Board of Trustee election of officers will occur at the July 18, 2008, meeting.

II. GENERAL REPORTS

08-2-5 (5) Personnel Actions

On motion by Mrs. Brooks and second by Mr. Thomas, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the personnel actions as reported at this meeting.

08-2-6 (6) Gift and Grant Summary

On motion by Mrs. Brooks and second by Mr. Thomas, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees gratefully accepts the gifts and grants of \$2,435,209.39 presented at this meeting for January 1, 2008 through February 29, 2008.

08-2-7 (7) Revision to Administrative Manual - Chapter 4 - Section 2

On motion by Mr. Thomas and second by Ms. Padnos, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the changes to Chapter 4, Section 2.5 – Regular Faculty Rank; Section 2.8 – Academic Tenure; Section 2.9 – Evaluation Criteria for Renewal of Probationary Appointments, Promotion, Tenure, and Periodic Performance Reviews; and Section 2.20 – Salary Administration of the Administrative Manual, as presented at this meeting.

08-2-8 (8) Revisions to Administrative Manual Chapter 3 - Section C.1

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the change to Chapter 3, Section C.1 – Undergraduate Degree Programs, of the Administrative Manual to rename the undergraduate Public Administration program to Public and Nonprofit Administration.

08-2-9 (9) Faculty Achievements

08-2-10 (10) 2008-2009 Endowment Fund Spending Rates

On motion by Ms. Padnos and second by Mrs. Wolters, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the 2008-2009 Endowment Fund Spending Rates as presented at this meeting.

08-2-11 (11) 2008-2009 and Revised 2007-2008 Auxiliary Operating Budgets

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the 2008-2009 and Revised 2007-2008 Auxiliary Operating Budgets as presented at this meeting.

08-2-12 (12) Preliminary Spending Authority for Fiscal Year 2008-2009

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees approves the Preliminary Spending Authority at levels consistent with the 2007-2008 budget for Fiscal Year 2008-2009 until the 2008-2009 budget is adopted.

08-2-13 (13) Charter Schools Report

I. Resolution Approving the Merger, Transfer of Enrolled Pupils and Property Between University Preparatory Academy and Public School Academies of Detroit; the Termination of the University Preparatory Academy Contract; the Addition of Sites to Public School Academies of Detroit Contract and the Issuance of A Second Contract to Public School Academies of Detroit Comprised of Additional Sites

On motion by Ms. Myers and second by Ms. Padnos, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature and Governor recently passed Public Act 1 of 2008 ("PA 1") which, among other things, amends part 6A of the Revised School Code ("Code") by authorizing a public school academy to transfer its enrolled pupils and property to another public school; and

WHEREAS, under the Code, public school academies and urban high school academies are organized as nonprofit corporations in the state of Michigan, subject to the Michigan Non-Profit Corporations Act, MCL 450.2101 et seq. ("Act"); and

WHEREAS, the Act contains provisions which allow two or more non-profit corporations to merge together; and

WHEREAS, according to PA 1, a public school academy is required to seek approval from its authorizing body for the proposed transfer of its enrolled pupils and property before the transfer can be implemented; and

WHEREAS, the University Preparatory Academy ("UPA") board of directors, a public school academy authorized by the Board of Trustees of Grand Valley State University ("University Board"), at its March 10, 2008 meeting, adopted a resolution approving a plan of merger and merger proposal in accordance with the Act that would, among other things, merge UPA into the Public School Academies of Detroit ("Academy") and transfer UPA's enrolled pupils and property to the Academy, an urban high school academy authorized by the University Board; and

WHEREAS, the Academy, at its April 8, 2008 meeting, adopted a resolution approving a plan of merger which, upon the effective date of the merger, will result in UPA and the Academy merging with the Academy being the surviving corporation upon completion of the merger, as well as UPA's enrolled pupils and property being transferred to the Academy; and

WHEREAS, the University Board, as the authorizing body for both UPA and the Academy, has reviewed the proposed plan of merger and hereby agrees to permit (i) UPA to merge into the Academy with the Academy being the surviving corporation upon completion of the merger; and (ii) UPA's enrolled pupils and property to be transferred to the Academy.

NOW, THEREFORE, BE IT RESOLVED:

APPROVAL OF MERGER AND TRANSFER OF PUPILS AND PROPERTY

- 1. To the extent required by the Code, the University Board hereby approves:
 - (a) the merger between UPA and the Academy; and
 - (b) the transfer of UPA's property to the Academy.
- 2. As required by the Code, the University Board hereby approves the transfer of UPA's enrolled pupils to the Academy.
- 3. UPA and the Academy shall provide the University Charter Schools Office with a copy of the executed plan of merger and all executed agreements and documents in connection with the merger.

TERMINATION OF UPA CONTRACT

4. The University Board hereby approves termination of UPA's contract. The effective date of termination shall be the same date that Academy students commence classes for the 2008-2009 school year.

APPROVAL OF ADDITIONAL ACADEMY SITES

- 5. In accordance with Section 524(1), MCL 380.524(1) of the Code, the University Board hereby approves an amendment of the Academy's contract to include the former UPA school sites and an additional site at the following locations:
 - (a) 957 Holden Street, Detroit, MI 48202
 - (b) 5310 St. Antoine Street, Detroit, MI 48202
 - (c) 600 Antoinette Street, Detroit, MI 48202
 - (d) 435 Amsterdam Street, Detroit, MI 48202

ISSUANCE OF A SECOND CONTRACT TO THE ACADEMY

- In accordance with Section 6.11 of the General Terms and Conditions incorporated into the Academy's contract, dated December 14, 2007, the University Board hereby issues a second contract to the Academy.
- II. Resolution Authorizing Site Changes for Public School Academies of

 Detroit

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, according to this law, the Board of Trustees of Grand Valley State University ("Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate urban high school academies; and

WHEREAS, according to this law, the Board of Trustees is empowered to issue one or more contracts to an urban high school academy corporation;

WHEREAS, the Board of Trustees has issued a contract to the Public School Academies of Detroit ("Academy") to operate a school at certain sites known as University Preparatory Science and Math ("UPSM"); and

WHEREAS, the Academy, by separate resolution, has requested that the University Board approve site changes for UPSM's temporary facility for the 2008-2009 academic year;

NOW, THEREFORE, BE IT RESOLVED:

In accordance with Section 6.11 of the General Terms and Conditions incorporated into the Academy's contract, dated December 14, 2007, the University Board hereby approves an amendment of the Academy's contract to include the following proposed site for UPSM:

One Campus Martius Detroit, Michigan 48226

III. Resolution Authorizing The Issuing A Third Contract to Public School Academies of Detroit Constituting Additional Sites

On motion by Ms. Myers and second by Mrs. Brooks, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, according to this law, the Board of Trustees of Grand Valley State University ("Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate urban high school academies; and

WHEREAS, according to this law, the Board of Trustees is empowered to issue one or more contracts to an urban high school academy corporation;

WHEREAS, the Board of Trustees has issued a contract to the Public School Academies of Detroit ("Academy") to operate a school known as University Preparatory Science & Math; and

WHEREAS, the Board of Trustees, by separate resolution, has approved a merger between the Academy and University Preparatory Academy ("UPA") and has issued a second contract to the Academy to operate a school known as UPA; and

WHEREAS, the Academy Board of Directors, in consultation with the Thompson Education Foundation, the Academy's applicant and contract administrator, has submitted an application to the Board of Trustees for the issuance of a third contract to operate a school known as Henry Ford Academy: School for Creative Studies.

NOW, THEREFORE, BE IT RESOLVED:

- 1. That the application, submitted under Section 522 of the Revised School Code ("Code"), MCL 380.522, meets the Board of Trustees requirements and the requirements of applicable law and is therefore approved;
- 2. In accordance with Section 524(1), MCL 380.524(1) of the Code, the University Board hereby approves an amendment of the Academy's contract to include the proposed site for the Henry Ford Academy: School for Creative Studies:

Argonaut Building 435-485 West Milwaukee Detroit, Michigan 48202

3. In accordance with Section 6.11 of the General Terms and Conditions incorporated into the Academy's contract, dated December 14, 2007, the University Board hereby issues a third contract to the Academy provided that, before execution of the contract amendment memorializing this contract, the University President or his designee affirms that all terms of the contract amendment have been agreed upon by the Academy.

IV. Achieve Charter Academy

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of public school academies as part of the Michigan public school system by enacting Act No. 362 of the Public Acts of 1993; and

WHEREAS, according to this legislation, the Grand Valley State University Board of Trustees (the "Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate public school academies; and

WHEREAS, the Michigan Legislature has mandated that public school academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed public school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed public school academy; and

WHEREAS, the Grand Valley State University Board of Trustees, having requested applications for organizing public school academies and having reviewed the applications according to the provisions set forth by the Michigan Legislature;

NOW, THEREFORE, BE IT RESOLVED:

- 1. That the application for Achieve Charter Academy ("Academy"), submitted under Section 502 of the Revised School Code, meets the Board of Trustees' requirements and the requirements of applicable law, is therefore approved;
- 2. That the Board of Trustees establishes the method of selection, length of term and number of members of the Academy's Board of Directors as follows:

Method of Selection and Appointment of Academy Board Members:

- Academy Board Member Nominations a. Appointments: As part of the public school academy application, the public school academy applicant shall propose to the Director of the University Charter Schools Office ("Director"), the names of proposed individuals to serve on the initial board of directors of the proposed public school academy. When the Director recommends an initial contract for approval to the Board of Trustees, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the public school academy applicant. To be considered for appointment, the nominees must have completed the required board member candidate application materials, including at least (i) the Academy Board Member Questionnaire prescribed by the University Charter Schools Office; and (ii) the Criminal Background Check Report prescribed by the University Charter Schools Office.
- b. Subsequent Academy Board Member Nominations and Appointments: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board of Director positions. As part of the appointment process, the Academy Board may submit to the Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating

resolution. The Director may or may not recommend the proposed nominee submitted by the Academy Board. If the Director does not recommend a nominee submitted by the Academy Board, the Director shall select a nominee and forward that recommendation to the Board of Trustees for appointment. The Board of Trustees shall have the sole and exclusive right to appoint members to the Academy Board.

- C. Exigent Appointments: When the Director determines an "exigent condition" exists which requires him/her to make an appointment to a public school academy's board of directors, the Director, with University President approval, may immediately appoint a person to serve as a public school academy board member for the time specified, but not longer than the next meeting held by the Board of Trustees when a regular appointment may be made by the Board of Trustees. The Director shall make the appointment in writing and notify the public school academy's board of directors of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the Board of Trustees determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.
- 3. Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the GVSU Charter Schools Office including, but not limited to, a GVSU Academy Board Member Questionnaire and a release for criminal history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of GVSU or be a member of the Board of Trustees.
- 4. Oath /Acceptance of Office / Voting Rights: Following appointment by the Board of Trustees, Academy Board Appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation of Public Office administered by a member of the Academy Board, other public official or notary public.

5. Length of Term; Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the Board of Trustees for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the Board of Trustees determines that an Academy Board member's service in office is no longer required, then the Board of Trustees may remove an Academy board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may be removed from office by a two-thirds (2/3) vote of the Academy's Board for cause.

- 6. Resignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the Director. The resignation is effective upon receipt by the Director, unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is provided, then the Director shall confirm a resignation in writing. The resignation shall be effective upon the date the Director sends confirmation to the resigning Academy Board member.
- 7. <u>Vacancy</u>: An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from Office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 8. Filling a Vacancy: The Academy Board may nominate and the Director shall recommend or temporarily appoint persons to fill a vacancy as outlined in the "Subsequent Appointments" and "Exigent Appointments" procedures in this resolution.
- 9. Number of Academy Board Member Positions: The number of member positions of the Academy Board of Directors shall be five (5), seven (7) or nine (9), as determined from time to time by the Academy Board.

10. Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| # of Academy Board positions Five (5) Seven (7) Nine (9) | # required for Quorum Three (3) Four (4) Five (5) |
|--|---|
|--|---|

11. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # of Academy Board positions Five (5) Seven (7) Nine (9) | # for Quorum Three (3) Four (4) Five (5) | # required to act Three (3) Four (4) Five (5) |
|--|--|--|
|--|--|--|

12. <u>Initial Members of the Board of Directors</u>: The Grand Valley State University Board of Trustees appoints the following persons to serve as the initial members of the Academy's Board of Directors for the designated term of office set forth below:

- 13. The Board of Trustees approves and authorizes the execution of a contract to charter a public school academy to the Academy and authorizes the University President or designee to issue a contract to charter a public school academy and related documents ("Contract") to the Academy, provided that, before execution of the Contract, the University President or designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the Contract and Applicable Law. This resolution shall be incorporated in and made part of the Contract.
- 14. Within ten days after the Board of Trustees issues the Contract, the Director will submit the Contract to the Michigan Department of Education. Pursuant to the State School Aid Act of 1979, the Michigan Department of Education shall, within thirty days after the Contract is submitted to the Michigan Department of Education, issue a district code number to each public school academy that is authorized under the Revised School Code and is eligible to receive

funding under the State School Aid Act. By approving and issuing the Contract, the Board of Trustees is not responsible for the Michigan Department of Education's issuance or non-issuance of a district code number. As a condition precedent to the Board of Trustees' issuance of the Contract, the Applicant, the Academy and the Academy's Board of Directors shall acknowledge and agree that the Board of Trustees, Grand Valley State University, its officers, employees and agents are not responsible for any action taken by the Academy in reliance upon the Michigan Department of Education's issuance of a district code number to the Academy, or for any Michigan Department of Education's decision resulting in the non-issuance of a district code number to the Academy.

V. Reauthorization of Charter Contract

Warrendale Charter Academy, Detroit (7 year)

On motion by Mrs. Brooks and second by Ms. Myers, the following resolution was adopted unanimously:

WHEREAS, the Board of Trustees of Grand Valley State University at its meeting on June 18, 2001, authorized the issuance of a contract to charter a public school academy to Warrendale Charter Academy (the "Academy") with an effective date of June 18, 2001.

NOW, THEREFORE, BE IT RESOLVED:

- 1. The Board of Directors of the Academy were selected in accordance with the resolution adopted by the Grand Valley State University Board of Trustees establishing the method of selection, length of term, and number of members of the Academy Board. This resolution is incorporated in and made part of the contract as Schedule 1.
- 2. The contract of this Academy is due to expire on June 30, 2008.
- 3. The University's Charter Schools Office has completed its evaluation and assessment of the operation and performance of the Academy.
- 4. The Board of Trustees of Grand Valley State University may consider there issuance of a contract to charter following an evaluation and assessment by the University's Charter Schools Office that concludes that the operation and performance of the academy warrants the reissuance of a contract.
- 5. The present Board of Directors of the Academy has requested the reissuance of a contract to charter as a public school academy.

- 6. The University President or his designee has recommended the reissuance of a contract to charter as a public school academy to the Academy for a seven (7) year term beginning July 1, 2008 and ending June 30, 2015.
- 7. The Grand Valley State University Board of Trustees approves and reauthorizes the execution of a contract to charter a public school academy to the Academy and authorizes the University President or designee to execute the contract to charter a public school academy and related documents to the Academy for a seven (7) year term, provided that, before the execution of the contract, the University President or designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the contract and applicable law. This resolution shall be incorporated in and made part of the contract as Schedule 1.

VI. Amendment to Charter School Contract

Muskegon Technical Academy

On motion by Mrs. Wolters and second by Ms. Myers, the following resolution was adopted unanimously:

RESOLVED, that the Board of Trustees of Grand Valley State University approves an amendment to the Contract to Charter a Public School Academy and Schedule 2, Articles of Incorporation, between Muskegon Technical Academy and Grand Valley State University Board of Trustees to reflect a change in the school name to WayPoint Academy.

VII. Restated Reach Charter Academy

On motion by Ms. Myers and second by Ms. Padnos, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of public school academies as part of the Michigan public school system by enacting Act No. 362 of the Public Acts of 1993; and

WHEREAS, according to this legislation, the Grand Valley State University Board of Trustees (the "Board of Trustees"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate public school academies; and

WHEREAS, the Michigan Legislature has mandated that public school academy contracts be issued on a competitive basis taking into

consideration the resources available for the proposed public school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed public school academy; and

WHEREAS, the Grand Valley State University Board of Trustees, having requested applications for organizing public school academies and having reviewed the applications according to the provisions set forth by the Michigan Legislature;

NOW, THEREFORE, BE IT RESOLVED:

- 1. That the application for Reach Charter Academy ("Academy"), submitted under Section 502 of the Revised School Code, meets the Board of Trustees' requirements and the requirements of applicable law, is therefore approved;
- 2. That the Board of Trustees establishes the method of selection, length of term and number of members of the Academy's Board of Directors as follows:

Method of Selection and Appointment of Academy Board Members:

- Initial Academy Board Member Nominations and a. As part of the public school academy Appointments: application, the public school academy applicant shall propose to the Director of the University Charter Schools Office ("Director"), the names of proposed individuals to serve on the initial board of directors of the proposed public school academy. When the Director recommends an initial contract for approval to the Board of Trustees, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the public school academy applicant. To be considered for appointment, the nominees must have completed the required board member candidate application materials, including at least (i) the Academy Board Member Questionnaire prescribed by the University Charter Schools Office; and (ii) the Criminal Background Check Report prescribed by the University Charter Schools Office.
- b. <u>Subsequent Academy Board Member Nominations and Appointments</u>: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board of Director positions. As part of the appointment process, the Academy Board may submit to the

Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating resolution. The Director may or may not recommend the proposed nominee submitted by the Academy Board. If the Director does not recommend a nominee submitted by the Academy Board, the Director shall select a nominee and forward that recommendation to the Board of Trustees for appointment. The Board of Trustees shall have the sole and exclusive right to appoint members to the Academy Board.

- **Exigent Appointments:** When the Director determines an C. "exigent condition" exists which requires him/her to make an appointment to a public school academy's board of directors, the Director, with University President approval, may immediately appoint a person to serve as a public school academy board member for the time specified, but not longer than the next meeting held by the Board of Trustees when a regular appointment may be made by the Board of Trustees. The Director shall make the appointment in writing and notify the public school academy's board of directors of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the Board of Trustees determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.
- 3. Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the GVSU Charter Schools Office including, but not limited to, a GVSU Academy Board Member Questionnaire and a release for criminal history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of GVSU or be a member of the Board of Trustees.
- 4. Oath /Acceptance of Office / Voting Rights: Following appointment by the Board of Trustees, Academy Board Appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation

of Public Office administered by a member of the Academy Board, other public official or notary public.

5. Length of Term; Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the Board of Trustees for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the Board of Trustees determines that an Academy Board member's service in office is no longer required, then the Board of Trustees may remove an Academy board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may be removed from office by a two-thirds (2/3) vote of the Academy's Board for cause.

- 6. Resignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the Director. The resignation is effective upon receipt by the Director, unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is provided, then the Director shall confirm a resignation in writing. The resignation shall be effective upon the date the Director sends confirmation to the resigning Academy Board member.
- 7. <u>Vacancy</u>: An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from Office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 8. <u>Filling a Vacancy</u>: The Academy Board may nominate and the Director shall recommend or temporarily appoint persons to fill a vacancy as outlined in the "Subsequent Appointments" and "Exigent Appointments" procedures in this resolution.

- 9. Number of Academy Board Member Positions: The number of member positions of the Academy Board of Directors shall be five (5), seven (7) or nine (9), as determined from time to time by the Academy Board.
- 10. Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| # of Academy Board positions | # required for Quorum |
|------------------------------|-----------------------|
| Five (5) | Three (3) |
| Seven (7) | Four (4) |
| Nine (9) | Five (5) |

11. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # of Academy Board positions | # for Quorum | # required |
|------------------------------|--------------|------------|
| Workship Town Page 1 | • | to act |
| Five (5) | Three (3) | Three 3) |
| Seven (7) | Four (4) | Four (4) |
| Nine (9) | Five (5) | Five (5) |

12. <u>Initial Members of the Board of Directors</u>: The Grand Valley State University Board of Trustees appoints the following persons to serve as the initial members of the Academy's Board of Directors for the designated term of office set forth below:

Harry A. Briggs
Lisa M. Klobucar
Deborah B. Lowery
Eira W. Moore

2 year term expiring June 30, 2010
1 year term expiring June 30, 2011
2 year term expiring June 30, 2011
3 year term expiring June 30, 2011

- 13. The Board of Trustees approves and authorizes the execution of a contract to charter a public school academy to the Academy and authorizes the University President or designee to issue a contract to charter a public school academy and related documents ("Contract") to the Academy, provided that, before execution of the Contract, the University President or designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the Contract and Applicable Law. This resolution shall be incorporated in and made part of the Contract.
- 14. Within ten days after the Board of Trustees issues the Contract, the Director will submit the Contract to the Michigan Department of

Education. Pursuant to the State School Aid Act of 1979, the Michigan Department of Education shall, within thirty days after the Contract is submitted to the Michigan Department of Education, issue a district code number to each public school academy that is authorized under the Revised School Code and is eligible to receive funding under the State School Aid Act. By approving and issuing the Contract, the Board of Trustees is not responsible for the Michigan Department of Education's issuance or non-issuance of a district code number. As a condition precedent to the Board of Trustees' issuance of the Contract, the Applicant, the Academy and the Academy's Board of Directors shall acknowledge and agree that the Board of Trustees, Grand Valley State University, its officers, employees and agents are not responsible for any action taken by the Academy in reliance upon the Michigan Department of Education's issuance of a district code number to the Academy, or for any Michigan Department of Education's decision resulting in the nonissuance of a district code number to the Academy.

VIII. Appointment of Charter School Board of Directors

On motion by Mrs. Wolters and second by Mrs. Brooks, the following resolution was adopted unanimously:

WHEREAS, the following person(s) have met the prescribed requirements and have been nominated pursuant to the procedures outlined in the "Method of Selection" approved by the Grand Valley State University Board of Trustees on June 25, 2004; and

WHEREAS, the Director of the University Charter Schools Office recommends that the following person(s) fill the vacancy and or term(s) on the Academy's Board of Directors;

THEREFORE, BE IT RESOLVED, the Board of Trustees of Grand Valley State University appoints the following person(s) and term(s):

Black River Public School

* Thomas F. Guarr

3 year term expiring June

30, 2011

* Barbara A. Zeller

3 year term expiring June

30, 2011

Discovery Elementary School

*Marie E. Kelley

3 year term expiring June

30, 2011

*Judith A. Kratzer

3 year term expiring June

30, 2011

Endeavor Charter Academy

*Linda M. Wendt

3 year term expiring June

30, 2011

Walker Charter Academy

*Ross A. Luurtsema

3 year term expiring June

30, 2011

West Michigan Academy of Arts and Academics

*Judy E. Bregman

3 year term expiring June

30, 2011

*Represents reappointment

08-2-14

(14) Student Senate Report

08-2-15

(15) President's Report

08-2-16

(16) Motion to Adjourn

RESOLVED, on motion by Mr. Thomas and second by Mrs. Brooks, the meeting was adjourned at 12:03.

Lucille S. Taylor, Chair

Board of Trustees

Teri L. Losey, Secretary

Board of Trustees



CERTIFIED COPY OF RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF GRAND VALLEY STATE UNIVERSITY ON APRIL 28, 2006:

06-3-14 (14) Charter Schools Report

On motion by Ms. Brooks and second by Mrs. Wolters, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, according to this legislation, the Board of Trustees of Grand Valley State University ("University Board"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate urban high school academies; and

WHEREAS, the Michigan Legislature has mandated that urban high school academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed urban high school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed urban high school academy; and

WHERRAS, the University Board, having received applications for organizing urban high school academies, and having examined the ability of the proposed performance standards, proposed academic program, financial viability of the applicant, and the ability of the proposed urban high school academy board of directors to meet the contract goals and objectives;

NOW, THEREFORE, BE IT RESOLVED:

AUTHORIZING RESOLUTION FOR PUBLIC SCHOOL ACADEMIES OF DETROIT ("ACADEMY")

1. That the application for Public School Academies of Detroit ("Academy"), submitted under Section 522 of the Revised School Code, MCL 380.522, meets the University Boards requirements and the requirements of applicable law and is therefore approved;

2. Pursuant to the Method of Selection Resolution adopted by the University Board, the following seven (7) persons are appointed as the initial board of directors for the Academy:

| Ms. Jean Baker | 2 year term |
|---------------------|-------------|
| Dr. Deborah Bail | 2 year term |
| Mr. David Bing | 3 year term |
| Mr. James Nicholson | 3 year term |
| Mr. Edward Parks | 3 year term |
| Mr. Dan Varner | |
| Ms. Joann Williams | 1 year term |
| | 1 year term |

3. The University Board approves and authorizes the issuance of a contract to charter an urban high school academy to the Academy and authorizes the Chairperson of the University Board to execute a contract to charter an urban high school academy and related documents issued by the University Board to the Academy, provided that, before execution of the contract, the University President or his designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the contract.

IN WITNESS WHEREOF, I have hereunto signed my name as Secretary and have caused the seal of said body corporate to be hereto affixed this 8th day of May, 2006.

Teri L. Losey, Secretary

Board of Trustees

Grand Valley State University





CERTIFIED COPY OF RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF GRAND VALLEY STATE UNIVERSITY ON APRIL 28, 2006:

06-3-14 (14) Charter Schools Report

Method of Selection Resolution

On motion by Ms. Myers and second by Mrs. Johnson, the following resolution was adopted unanimously:

URBAN HIGH SCHOOL ACADEMY BOARD OF DIRECTORS: METHOD OF SELECTION AND APPOINTMENT

WHEREAS, the Board of Trustees of Grand Valley State University ("University Board") is interested in issuing contracts to urban high school academies, under PA 179 of 2003; and

WHEREAS, MCL 380.528(1)(c) of the Revised School Code ("Code") provides that an authorizing body shall "adopt a resolution establishing the method of selection, length of term, and number of members of the board of directors of each urban high school academy that it authorizes," and

WHEREAS, the University Board has determined that each contract issued by the University Board shall contain the following method of selection and appointment process until otherwise amended by the University Board;

NOW, THEREFORE, BE IT RESOLVED:

The following method of selection and appointment process for Urban High School Academy Board members applies to all urban high school academies anthorized by the University Board:

- 1. Method of Selection and Appointment of Urban High School Board Members:
 - a. <u>Initial Urban High School Academy Board Member Nominations and Appointments:</u> As part of the urban high school academy application, the applicant shall propose to the University Charter Schools Office Director ("CSO Director"), the names of proposed individuals to serve on the initial board of directors of the proposed urban high school

academy ("Academy Board"). When the CSO Director recommends an initial contract for approval to the University Board, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the urban high school academy applicant ("Applicant"). To be considered for appointment, the nominees must have completed the required board member candidate application materials. including at least (i) the Urban High School Academy Board Member Questionnaire prescribed by the University Charter Schools Office; and (ii) the Criminal Background and History Check Report prescribed by the University Charter Schools Office.

- Subsequent Urban High School Academy Board b. Member Nominations and Appointments: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board member positions. As part of the appointment process, the Academy Board may submit to the CSO Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating resolution. The CSO Director may or may not recommend the proposed nominee submitted by the Academy Board. If the CSO Director does not recommend a nominee submitted by the Academy Board, the CSO Director shall select a nominee and forward that recommendation to the University Board for appointment. The University Board shall have the sole and exclusive right to appoint members to the Academy Board.
- Exigent Appointments: When the CSO Director C. determines an "exigent condition" exists which requires him/her to make an appointment to an Academy Board, the CSO Director, with University President approval, may immediately appoint a person to serve as an Academy Board member for the time specified, but not longer than the next meeting held by the University Board when a regular appointment may be made by the University The CSO Director shall make the appointment in writing and notify the Academy Board of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the University Board

determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.

- Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the University Charter Schools Office including, but not limited to, a Urban High School Academy Board Member Questionnaire and a release for criminal records and history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of the University or be a member of the University Board.
- 3. Oath /Acceptance of Office/Voting Rights: Following appointment by the University Board, Academy Board appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation of Public Office administered by a member of the Academy Board, other public official or notary public.
- 4. Length of Term: Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the University Board for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the University Board determines that an Academy Board member's service in office is no longer required, then the University Board may remove an Academy Board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may also be removed from office by a two-thirds (2/3) vote of the Academy Board for cause.

Sesignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the CSO Director. The resignation is effective upon receipt by the CSO Director unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is is provided, then the CSO Director shall confirm a

resignation in writing. The resignation shall be effective upon the date the CSO Director sends confirmation to the resigning Academy Board member.

- Vacancy: An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 7. Filling a Vacancy: The Academy Board may nominate and the CSO Director shall recommend or temporarily appoint persons to fill avacancy as outlined in the "Subsequent Appointments" and "Exigent Appointment" procedures in this resolution.
- 8. Number of Academy Board Member Positions: The number of Academy Board member positions shall be five (5), seven (7) or nine (9), as determined from time to time by the Academy Board.
- 9. Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| Five Seven | (7) | # required for Quorum Three (3) Four (4) |
|---------------|-----|--|
| Nine | | Five (5) |

10. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # of Academy Board positions Five (5) Seven (7) Nine (9) | # for Quorum Three (3) Four (4) Five (5) | # required to act Three (3) Four (4) Five (5) |
|--|--|---|
|--|--|---|

IN WITNESS WHEREOF, I have hereunto signed my name as Secretary and have caused the seal of said body corporate to be hereto affixed this 8th day of May. 2006.

Terivi. Losey, Secretary Board of Trustees

Grand Valley State University

SCHEDULE 2

ARTICLES OF INCORPORATION

The articles of incorporation are attached.

- Articles of Incorporation, filed May 31, 2007
- Certificate of Merger, filed June 30, 2008

| ate Received | ADJUSTED TELEPHONE | PURSUANT TO UTHORIZATION | (FOR BUREAU USE ONLY) |
|---------------|--------------------|-----------------------------|--|
| 0 2007 | PW | FILE | FILED |
| | | | MAY 3 1 2007 |
| Edward Parks | ş | | Administrator Russau of Commercial Services |
| 27 Harmon | | | |
| Birmingham, M | ichigan 48009 | | |
| 17 gr 27 | • | 11 | |
| | | | EFFECTIVE DATE: |

ARTICLES OF INCORPORATION For Use by Domestic Nonprofit Corporations

OF

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

Pursuant to the provisions of the Michigan Nonprofit Corporation Act of 1982, as amended (the "Act"), being MCL 450.2101 et seq., and Part 6C of the Revised School Code (the "Code") as amended, being Sections 380.521 et seq. of the Michigan Compiled Laws, the undersigned corporation executes the following Articles:

ARTICLE I

The name of the corporation is: The Public School Academies of Detroit (the "Academy").

The authorizing body for the corporation is: The Grand Valley State University Board of Trustees.

ARTICLE II

The purpose or purposes for which the corporation is organized are:

1. The corporation is organized for the purpose of operating as a urban high school academy in the State of Michigan pursuant to Part 6C of the Code, being Sections 380.521 et seq. of the Michigan Compiled Laws.

8 70.00 CKIP3 98572

2. The corporation, including all activities incident to its purposes, shall at all times be conducted so as to be a governmental entity pursuant to Section 115 of the United States Internal Revenue Code ("IRC") or any successor law. Notwithstanding any other provision of these Articles, the corporation shall not carry on any other activity not permitted to be carried on by a governmental instrumentality exempt from federal income tax under Section 115 of the IRC or by a nonprofit corporation organized under the laws of the State of Michigan and subject to a Contract authorized under the Code.

ARTICLE III

The corporation is organized on a non-stock, directorship basis.

The value of assets which the corporation possesses is:

Real Property: \$0.

Personal Property: \$1,000.00. Cash

The corporation is to be financed under the following general plan:

- a. State school aid payments received pursuant to the State School Aid Act of 1979 or any successor law.
- b. Federal funds.
- c. Donations.
- d. Fees and charges permitted to be charged by urban high school academies.
- e. Other funds lawfully received.

ARTICLE IV

The address of the registered office is 727 Harmon, Birmingham, Michigan 48009.

The mailing address of the registered office is the same.

The name of the resident agent at the registered office is Edward Parks.

ARTICLE V

The name and address of the incorporator is as follows: Edward Parks

727 Harmon

Birmingham, Michigan 48009

ARTICLE VI

The corporation is a governmental entity and a political subdivision of the State of Michigan.

ARTICLE VII

The corporation and its incorporators, board members, officers, employees, and volunteers have governmental immunity as provided in section 7 of Act No. 170 of the Public Acts of 1964, being section 691.1407 of the Michigan Compiled Laws.

ARTICLE VIII

Before a contract to charter a urban high school academy is issued by the Grand Valley State University Board of Trustees (the "University Board"), the method of selection, length of term, and the number of members of the board of directors of the corporation (the "Board of Directors") shall be approved by a resolution of the University Board as required by the Code.

ARTICLE IX

The Board of Directors shall have all the powers and duties permitted by law to manage the business, property and affairs of the corporation.

ARTICLE X

The officers of the corporation shall be a President, Vice-President, Secretary and a Treasurer, each of whom shall be a member of the Board of Directors and shall be selected by the Board of Directors. The Board of Directors may select one or more assistants to the Secretary or Treasurer, and may also appoint such other agents as it may deem necessary for the transaction of the business of the corporation.

ARTICLE XI

No part of the net earnings of the corporation shall inure to the benefit of or be distributable to its directors, board, officers or other private persons, or organization organized and operated for a profit (except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in the furtherance of the purposes set forth in Article II hereof). Notwithstanding any other provision of these Articles, the corporation shall not carry on any other activities not permitted to be carried on by a governmental entity exempt from federal income tax under section 115 of the IRC, or comparable provisions of any successor law.

ARTICLE XII

If the corporation's contract to operate a urban high school academy is terminated, not renewed or is revoked by the University Board, title to all real and personal property, interest in real or personal property, and other assets owned by the corporation shall revert to the State of Michigan. The corporation's property shall be distributed as follows:

Within 30 days following the termination, non-renewal or revocation, the board of directors of the corporation shall hold a public meeting to adopt a plan of distribution of assets and to approve the dissolution of the urban high school academy corporation, all in accordance with chapter 8 of the Act.

The corporation's board of directors shall file a certificate of dissolution with the Michigan Department of Labor and Economic Growth or such successor department within 10 business days following board approval.

Simultaneously with the filing of the certificate of dissolution, the corporation's board of directors shall provide a copy of the plan of distribution of assets to the State Treasurer for approval. Within 30 days, the State Treasurer, or his or her designee, shall review and approve the plan of distribution of assets. If the proposed plan of distribution of assets is not approved within 30 days, the State Treasurer, or his or her designee, shall provide the corporation's board of directors with an acceptable plan of distribution of assets.

The State Treasurer, or his or her designee, shall monitor the corporation's winding up of the dissolved corporation in accordance with the approved plan of distribution of assets.

As part of the plan of distribution of assets, the corporation's board of directors shall designate the Director of the Michigan Department of Management and Budget, or his or her designee, to dispose of all real property of the urban high school academy corporation in accordance with the directives developed for disposition of surplus land and facilities under section 251 of the Management and Budget Act, 1984 PA 431, MCL 18.1251.

If the corporation's board of directors fails to take necessary action under the Code to effectuate a dissolution and winding up of the corporation, the State Treasurer, or his or her designee, may suspend the corporation's board of directors and appoint a trustee to carry out the plan of distribution of assets that was adopted by the corporation's board of directors or that was provided by the State Treasurer. Upon appointment, the trustee shall have all the rights, powers, and privileges under law that the corporation's board of directors had prior to suspension of their appointments to public office.

Following the sale of the real or personal property or interests in the real or personal property, and after payment of any corporation debt secured by the property or interest in property, whether real or personal, the corporation's board of directors, or a trustee appointed by the State Treasurer, shall forward any remaining money to the State Treasurer. Following receipt, the State Treasurer, or his or her designee, shall deposit any remaining monies in the state school aid fund established under article IX, section 11 of the Constitution of the State of Michigan of 1963, as amended.

ARTICLE XIII

These Articles of Incorporation shall not be amended except by the process provided in Article IX of the Terms and Conditions incorporated as part of the Contract issued to the corporation by the University Board. This process is as follows:

The corporation's board of directors, or any authorized designee of the corporation's board of directors, may propose changes to the corporation's articles of incorporation. The corporation shall be authorized to make such changes to the corporation's articles of incorporation upon a majority vote of the University Board members attending a University Board meeting. Upon University Board approval, the authorized designee of the corporation's

board of directors is authorized to file the amendment to the corporation's articles of incorporation with the Michigan Department of Labor and Economic Growth's Bureau of Commercial Services. Upon receipt of the filed amendment, the corporation shall forward the filed amendment to the University Charter Schools Office. The filed amendment shall be automatically incorporated into Schedule 2 of the Contract upon receipt of the amendment by the University Charter Schools Office. If the University identifies a provisions in the Articles of Incorporation that violates or conflicts with another provision of the Contract, due to a change in law or for other reasons, after approval have been given, the University shall notify the corporation's board of directors in writing and the corporation's board of directors shall amend the articles of incorporation to make them consistent with the Contract. If the change is requested by the University, the University shall reimburse the corporation for the filing fees payable to the State of Michigan, Michigan Department of Labor and Economic Growth.

ARTICLE XIV

A volunteer director or volunteer officer of this corporation is not personally liable to the corporation for monetary damages for a breach of such director's or officer's fiduciary duty, except that nothing herein shall be construed to eliminate or limit the liability of a volunteer director or volunteer officer for any of the following:

- a A breach of the director's or officer's duty of loyalty to the corporation.
- b Acts or omissions not in good faith or that involve intentional misconduct or a knowing violation of law.
- c A violation of Section 551(1) of the Act.
- d A transaction from which the director or officer derived an improper personal benefit.
- e An act or omission that is grossly negligent.

The corporation assumes all liability to any person other than the corporation for all acts or omissions of a volunteer director or officer incurred in the good faith performance of the volunteer director's or officer's duties.

This Article shall be construed broadly to provide immunity to the fullest extent permitted by law as of the date of these Articles, or by any subsequent amendment to such law or any future law permitting greater immunity. Any repeal or modification of this Article by the corporation shall not adversely affect any right or protection of any volunteer director or volunteer officer of the corporation existing at the time of such acts or omissions occurring before such repeal or modification.

ARTICLE XV

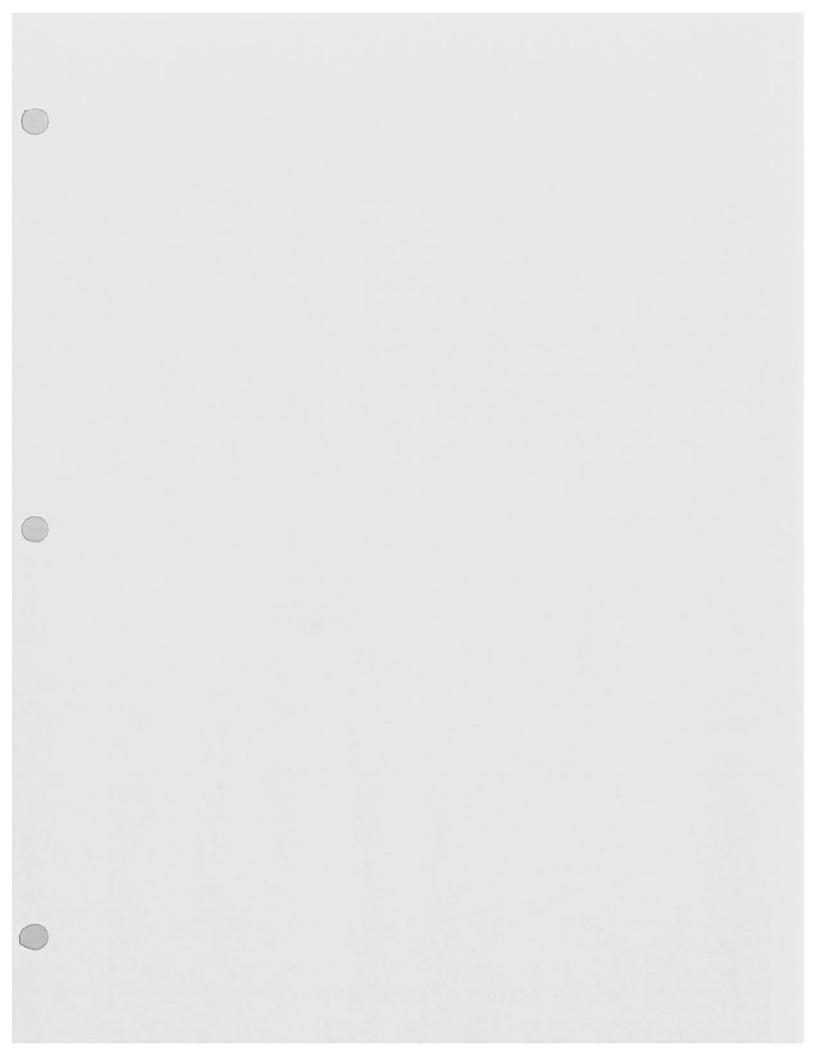
The definitions set forth in the Terms and Conditions incorporated as part of the Contract shall have the same meaning in these Articles of Incorporation.

ADOPTION OF ARTICLES

| These Articles of Incorporation were duly adopted on this day of March, 2007 |
|---|
| These Articles of Incorporation shall become effective upon filing. However, the corporatio |
| shall not carry out the purposes set forth in Article II unless the University Board issues to th |
| corporation a contract to operate as a urban high school agademy. |
| |

Avra sa a

By: Edward Parks, Incorporator



| 6CS/CE+55((Rev 12/05) | | | |
|---------------------------|--|-------------------------------------|-------------------------------------|
| MICHIGAN | DEPARTMENT OF BUREAU OF CO | LABOR & ECONOMIC DMMERCIAL SERVICES | <u> </u> |
| Date Received | | (FOR BUREAU USE ONL) | Y) |
| | 4 | | FILED |
| JUL 0 1 2008 | This document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document. | | JUL 0 1 2008 |
| Name Peter H. Webster | | GUREA | Administrator DF COMMERCIAL SERVICE |
| Address 38525 Woodward | d Ave., Suite 2000 | | |
| City Bloomfield Hills | State MI | Zip Code 48304-2970 | EFFECTIVE DATE: |

Document will be returned to the name and address you enter above if left blank document will be mailed to the registered office.

CERTIFICATE OF MERGER / CONSOLIDATION

For use by Domestic Nonprofit Corporations

(Please read information and instructions on the last page)

Pursuant to the provisions of Act 162, Public Acts of 1982 (nonprofit corporations), the undersigned corporations execute the following Certificate:

| The name of each construction University Preparatory | tuent corporation and its identificate Academy | ition number is: | 756539 |
|---|--|---|---|
| The Public School Ac | ademies of Detroit | | 70137U |
| | | | |
| b. The name of the survivin | g (new) corporation and its Identi academies of Detroit | fication number is: | 70137U |
| c. For each constituent sto | ck corporation, state: | | |
| Name of corporation | Designation and number of outstanding shares of each class | indicate classes of shares entitled to vote | Indicate each class, if any,entitled to vote as a class |
| | | | |
| If the number of charge is | subject to change prior to the effe | ective date of the merger of | r consolidation, the manner i |
| which the change may occ | ur is as follows: | _ | |

500.00 aur 11160

| a) For each corporation organized on a membership basis, state (a) the name of the corporation, (b) a description of its members. N/A b) For each corporation organized on a directorship basis, state (a) the name of the corporation, (b) a description of the organization of its board, and (c) the number, classification and voting rights of its directors. See the attachment c) State the terms and conditions of the proposed merger or consolidation, include the manner and basis of converting the shares of, or membership or other interests in, each constituent corporation into shares, bonds, or other securities of, or membership or other interest in, the surviving or consolidated corporation, or into cesh or other consideration. See the attached Agreement and Plan of Merger. d) If a consolidation the Articles of incorporation of the consolidated corporation are attached to this Certificate and are incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, of the surviving corporation to be effected by the merger are as follows: e) Other provisions with respect to the merger (consolidation) are as follows: See the attached Agreement and Plan of Merger. | | | |
|--|-------|----|--|
| b) For each corporation organized on a directorship basis, state (a) the name of the corporation, (b) a description of the organization of its board, and (c) the number, classification and voting rights of its directors. See the attachment c) State the terms and conditions of the proposed merger or consolidation, include the manner and basis of converting the shares of, or membership or other interests in, each constituent corporation into shares, bonds, or other securities of, or membership or other interest in, the surviving or consolidated corporation, or into cash or other consideration. See the attached Agreement and Ptan of Merger. d) If a consolidation, the Articles of incorporation of the consolidated corporation are attached to this Certificate and are incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, of the surviving corporation to be effected by the merger are as follows: e) Other provisions with respect to the merger (consolidation) are as follows: | 2 | a) | For each corporation organized on a membership basis, state (a) the name of the corporation, (b) a description of its members, and (c) the number, classification and voting rights of its members. |
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| converting the shares of, or membership or other interests in, each constituent corporation into states, others, other securities of, or membership or other interest in, the surviving or consolidated corporation, or into cash or other consideration. See the attached Agreement and Plan of Merger. d) If a consolidation, the Articles of incorporation of the consolidated corporation are attached to this Certificate and are incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, of the surviving corporation to be effected by the merger are as follows: e) Other provisions with respect to the merger (consolidation) are as follows: See the attached Agreement and Plan of Merger. | | | |
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| d) If a consolidation, the Articles of incorporation of the consolidated corporation are attached to this Certificate and are incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, of the surviving corporation to be effected by the merger are as follows: e) Other provisions with respect to the merger (consolidation) are as follows: See the attached Agreement and Plan of Merger. | | c) | converting the shares of, or membership or other interests in, each constituent corporation into shares, boilds, of other securities of, or membership or other interest in, the surviving or consolidated corporation, or into cash or |
| d) If a consolidation, the Articles of incorporation of the consolidated corporation are attached to this Certificate and are incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, of the surviving corporation to be effected by the merger are as follows: e) Other provisions with respect to the merger (consolidation) are as follows: See the attached Agreement and Plan of Merger. | | | Discontinuos de la Companya de la Co |
| are Incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, or the surviving corporation to be effected by the merger are as follows: e) Other provisions with respect to the merger (consolidation) are as follows: See the attached Agreement and Plan of Merger. | | | See the attached Agreement and Plan of Merger. |
| See the attached Agreement and Plan of Merger. | | d) | are incorporated herein. If a merger, the amendments to the Articles, or a restatement of the Articles, of the |
| See the attached Agreement and Plan of Merger. | | | |
| See the attached Agreement and Plan of Merger. | | | |
| | | e) | Other provisions with respect to the merger (consolidation) are as follows: |
| | ļ | • | |
| | | | See the attached Agreement and Plan of Merger. |
| The corporation has complied with the applicable provisions of the law of the jurisdiction where it is organized. |) | | |
| 3. The corporation has complied with the applicable provisions of the law of the jurisdiction where it is organized. | L | | |
| 3. The corporation has complied with the applicable provisions of the law of the jurisdiction where it is organized. | r | | |
| | 3. | Tł | ne corporation has complied with the applicable provisions of the law of the jurisdiction where it is organized. |
| | | | |
| 4. (Complete only if an effective date is desired other than the date of filling. The date must be no more than 90 days after receipt of this document in this office.) | 4. | (C | complete only if an effective date is desired other than the date of filing. The date must be no more than 90 ays after receipt of this document in this office.) |
| The merger (consolidation) shall be effective on the day of | | Ţ | he merger (consolidation) shall be effective on the day of |
| | | | |

| the Board of Directors and shareholders or members of the following Michigan corporation(s) in accordance with Sections 701 and 703(1) and (2) of the Act: ✓ the Board of Directors of the following Michigan corporation(s) organized on a directorship basis in accordance with Section 703(3) of the Act: University Prepatory Academy and The Public School Academics of Detroit By (Signature President, Vice-President, Chairperson or Vice-Chairperson) President President | 5. The Plan of Merger or consolidation was approved by: | |
|---|---|---|
| By By (Signature President, Charperson or Vice-Charperson) President By (Signature President, Charperson or Vice-Charperson) President President By (Signature President, Charperson or Vice-Charperson) President President | | f the following Michigan corporation(s) in accordance with |
| By By Resident, Vice-President, Charperson or Vice-Charperson) President By Resident, Vice-President, Charperson or Vice-Charperson) President By Resident, Vice-President, Charperson or Vice-Charperson) President | | |
| By By (Signature President, Vice-President, Charperson or Vice-Charperson) President President President | | ation(s) organized on a directorship basis in accordance with |
| President President (Nice-President Champerson or Vice-Champerson) President President (Signature President (Champerson or Vice-Champerson) President President (Signature President (Champerson)) | University Prepatory Academy and | The Public School Academics of Detroit |
| President President | By rhhit | By brace Mice |
| | | |
| (Type or Print Name and Title) (Type or Print Name and Title) | (Type or Print Name and Title) | (Type or Print Name and Title) |
| The Public School Academies of Detroit University Preparatory Academy | The Public School Academies of Detroit | University Preparatory Academy |
| (Name of Corporation) (Name of Corporation) | (Name of Corporation) | (Name of Corporation) |

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Attachment 2b)

- 1. (a) The Detroit Public School Academies, (b) Board consists of 5-9 trustees as determined by the Board, (c) each trustee has 1 vote.
- 2. (a) University Preparatory Academy, (b) Board consists of 5-9 trustees as determined by the Board, (c) each trustee has 1 vote.

AGREEMENT AND PLAN OF MERGER

This AGREEMENT AND PLAN OF MERGER (this "Agreement") is entered into this 25th day of April, 2008 by and between The Public School Academies of Detroit, a Michigan non-profit corporation (the "Academy") and University Preparatory Academy, a Michigan non-profit corporation ("LPA").

RECITALS

- A. The Academy and UPA are each Michigan nonprofit corporations organized on a directorship basis for purposes that include operating as a public school academy under the Revised School Code.
- B. UPA operates three (3) public schools located at various locations in Detroit, Michigan (collectively referred to as the "UPA Schools").
- C. The Board of Directors of UPA has decided to discontinue the operation of that organization as a separate entity and wishes to transfer its pupils, property, and assets to the Academy through a statutory merger and pursuant to Michigan law.
- D. The respective boards of directors of the Academy and UPA deem it advisable and to the advantage, welfare and best interest of UPA and the Academy that UPA be merged with and into the Academy on the terms set forth in this Agreement.

NOW, THEREFORE, in consideration of the premises and the representations, warranties, covenants and agreements contained herein, the parties hereto, intending to be legally bound, agree as follows:

I — THE MERGER

- 1.1 The Merger. Subject to the terms and conditions of this Agreement, at the Effective Time (as defined in Section 1.2), UPA shall be merged with and into the Academy and the separate existence of UPA shall thereupon cease (the "Merger"). The Academy shall be the surviving corporation in the Merger (sometimes referred to in this Agreement as the "Surviving Corporation") and shall continue to be governed by the laws of the State of Michigan. After the Merger, the Surviving Corporation shall possess all of the rights, privileges, immunities and powers and shall be subject to all of the restrictions and duties of each of UPA and the Academy. All property, real, personal and mixed, and all debts of either UPA and the Academy shall be the property of the Academy and title to any real estate shall not revert or be impaired by the Merger in any way. After the Merger, the Academy's name shall also remain unchanged until such time, if at all, that the Academy amends its articles of incorporation. The Merger shall have the effects specified in the Michigan Nonprofit Corporation Act (the "MNCA") and Public Act 1 of 2008. Except to the extent specifically provided in Section 3.1 of this Agreement, it is not the intention of UPA that the assets transferred to the Academy pursuant to the Merger be subject to any restrictions on their use beyond those applicable to such property immediately prior to the Effective Time.
- 1.2 Effective Time. The Academy and UPA will cause an appropriate Certificate of Merger (the "Certificate of Merger") to be executed and filed with the Michigan Department of Labor & Economic Growth on the date of the Closing (as defined in Section 1.3) or on such other

- date and time as the Academy and UPA may agree. The Merger shall become effective at 11:59 p.m., on June 30, 2008, or on such other date and time as is agreed upon by the parties and specified in the Certificate of Merger. Such date and time is referred to in this Agreement as the "Effective Time." The separate existence of UPA shall cease at the Effective Time.
- 1.3 Closing. The closing of the Merger (the "Closing") shall take place at the offices of the Academy located at 435 Amsterdam Street, Detroit, Michigan 48202, at such other place, date or time as the Academy and UPA may agree.
- 1.4 Articles of Incorporation and Bylaws of the Surviving Corporation. From and after the Effective Time and until amended, the Articles of Incorporation and Bylaws of the Surviving Corporation shall be the same as they were immediately prior to the Effective Time

1.5 Directors and Officers of the Surviving Corporation.

- A. Directors. The Surviving Corporation's board of directors consists of five (5) to nine (9) members. The president presides at all meetings of the board. Each director has one vote all matters submitted to the board. The directors of the Surviving Corporation shall be the same as they were immediately prior to the Effective Time and shall serve until their successors have been duly elected or appointed and qualified, or until their earlier death, resignation or removal in accordance with the Articles of Incorporation and Bylaws of the Surviving Corporation; provided, however, immediately following the Effective Time, the Surviving Corporation shall nominate three (3) directors of UPA who were directors of UPA immediately prior to the Effective Time for subsequent Academy board member positions in accordance with Section 1.b of that certain Certified Copy of Resolution Adopted by the Board of Trustees of Grand Valley State University dated as of April 28, 2006 attached hereto as Exhibit A
- B. Officers. The officers of the Surviving Corporation shall be the same as they were immediately prior to the Effective Time and shall serve until their successors have been duly elected or appointed and qualified, or until their earlier death, resignation or removal in accordance with the Articles of Incorporation and Bylaws of the Surviving Corporation.

1.6 Additional Terms and Conditions.

- A. Use of UPA Funds. The Surviving Corporation agrees that all grants and lederal and state funding expressly earmarked for UPA but obtained by the Academy as a result of the Merger shall used be exclusively for the former UPA Schools.
- B. Use of UPA Assets. The Surviving Corporation agrees that all financial and physical assets transferred from UPA ("<u>UPA Assets</u>") to the Academy as a result of the Merger shall be used by the Surviving Corporation, in all material respects, exclusively for the former UPA Schools: provided, however, that such use shall not jeopardize the Surviving Corporation's non-profit status or violate any provision of the Surviving Corporation's Articles of Incorporation or Bylaws or any agreements with the Grand Valley State University Board of Trustees ("Authorizing Body").

1.7 UPA Students.

- the Effective Time will be enrolled in the appropriate grade level with the Surviving Corporation and will have the option to remain at the UPA Schools location (the "Transferred Students").
- B. Student Re-Enrollment. The Transferred Students will be categorized as students who were enrolled in the immediately preceding school year for purposes of re-enrollment pursuant to the Academy's Student Re-Enrollment policy attached hereto as **Exhibit B**.

II — REPRESENTATIONS AND WARRANTIES OF THE PARTIES

- 2.1 Representations and Warranties of the Academy. The Academy represents and warrants to UPA as follows:
- A. Organization. The Academy is a nonprofit corporation duly organized, validly existing and in good standing under the laws of the State of Michigan.
- authority to execute and deliver this Agreement and to perform its obligations under this Agreement. This Agreement constitutes a valid and legally binding obligation of the Academy enforceable in accordance with its terms, except as such enforceability may be subject to the effects of any applicable bankruptcy, insolvency, fraudulent conveyance, reorganization, moratorium or similar laws affecting creditors' rights generally and subject to principles of equity (including, without limitation, concepts of materiality, reasonableness, good faith and fair dealings), regardless of whether considered in a proceeding in equity or at law.
- Consistency with Laws, Orders, etc. Neither the execution and the delivery of this Agreement, nor the consummation by the Academy of the Merger or other transactions contemplated by this Agreement, will (i) violate any statute, regulation, rule, injunction, judgment, order or decree of any governmental body or court to which the Academy is subject; (ii) violate any provision of the Articles of Incorporation or Bylaws of the Academy; or (iii) conflict with, result in a breach of or constitute a default under any agreement, contract, lease, license, instrument or other arrangement or restriction to which the Academy is a party or by which it is bound or to which any of its assets is subject. With the exception of prior approval of its Board of Directors and its Authorizing Body, the Academy is not required to give any notice to, make any filing with or obtain any authorization, consent, or approval of any government or governmental agency other than the Michigan Department of Attorney General in order for it to consummate the transactions contemplated by this Agreement.
- 2.2 Representations and Warranties of UPA. UPA represents and warrants to the Academy as follows:
- A. Organization. UPA is a nonprofit corporation duly organized, validly existing and in good standing under the laws of the State of Michigan.
- B. Authorization of Transaction. UPA has full corporate power and authority to execute and deliver this Agreement and to perform its obligations under this Agreement. This Agreement constitutes a valid and legally binding obligation of UPA enforceable

in accordance with its terms, except as such enforceability may be subject to the effects of any applicable bankruptcy, insolvency, fraudulent conveyance, reorganization, moratorium or similar laws affecting creditors' rights generally and subject to principles of equity (including, without limitation, concepts of materiality, reasonableness, good faith and fair dealings), regardless of whether considered in a proceeding in equity or at law.

- Consistency with Laws, Orders, etc. Neither the execution and the delivery of this Agreement, nor the consummation by UPA of the Merger or other transactions contemplated by this Agreement, will (i) violate any statute, regulation, rule, injunction, judgment, order or decree of any governmental body or court to which UPA is subject; (ii) violate any provision of the Restated Articles of Incorporation or Bylaws of UPA; or (iii) conflict with, result in a breach of or constitute a default under, any agreement, contract, lease, license, instrument or other arrangement or restriction to which UPA is a party or by which it is bound or to which any of its assets is subject. With the exception of prior approval of its Board of Directors and its Authorizing Body, UPA is not required to give any notice to, make any filing with or obtain any authorization, consent, or approval of any government or governmental agency other than the Michigan Department of Attorney General in order for it to consummate the transactions contemplated by this Agreement.
- D Compliance with Laws. UPA is in substantial compliance with all applicable laws, rules, regulations, orders, judgments and decrees of all governmental authorities, federal, state, local or otherwise. UPA has not received any notice of violation nor otherwise been made aware of any claim by a federal, state, county or municipal authority pertaining to any material violation of a governmental regulation concerning its business.

III - COVENANTS OF THE PARTIES

- 3.1 Conduct of Business. The Academy and UPA each covenant and agree that, during the period from the date of this Agreement to the Effective Time, it will conduct its operations according to its ordinary and usual course of business consistent with past practice and, to the extent consistent therewith, with no less diligence and effort than would be applied in the absence of this Agreement.
- 3.2 Best Efforts. Each of the parties will take all actions and will do all things reasonably necessary in order to consummate the Merger and to make effective the other transactions contemplated by this Agreement, including, but not limited to, providing the other party, and the other's respective authorized representatives, access to the employees, agents, properties, books and records of the party in order that the other party may have the opportunity to make such investigations as it shall reasonably request of the affairs of the other.

3.3 Indemnification of the UPA Directors, Officers and Committee Members.

A. Indemnification. The Academy agrees that all rights to indemnification, including provisions relating to advances of expenses incurred in defense of any action or suit, existing in favor of the present or former directors, officers and committee members of UPA as provided in the Restated Articles of Incorporation and Bylaws of UPA, in the MNCA or pursuant to other agreements as in effect as of the date of this Agreement, with respect to matters occurring through the Effective Time, shall survive the merger and shall continue in full force and effect until three (3) years after the Effective

Time; provided, however, that all rights to indemnification in respect of any claim asserted or made within such period shall continue until the disposition of such claim. The total indemnification under this Section 3.3A, including expenses, shall not exceed the sum of (i) the amounts payable on behalf of indemnitees by insurers; (ii) any indemnification provided to indemnitees from sources other than UPA; and (iii) the net fair market value of UPA property passing to the Academy under the Merger as of the Effective Time.

than three (3) years after the Effective Time the current policies of directors' and officers' liability insurance and fiduciary liability insurance maintained by or on behalf of UPA with respect to matters occurring prior to the Effective Time; provided, however, that the Academy may substitute for any such policies of substantially the same coverage containing terms and conditions which are no less favorable than any such insurance in effect immediately prior to the Effective Time.

IV — CONDITIONS

- 4.1 Conditions to the Obligations of the Academy. The obligations of the Academy to consummate the Merger are subject to the fulfillment at, or prior to, the Effective Time of the following conditions, any or all of which may be waived in whole or in part by the Academy to the extent permitted by applicable law:
- A. Representations, Warranties and Covenants of UPA. All of the representations and warranties of UPA set forth in this Agreement shall be true and correct in all material respects on and as of the Effective Time and UPA shall have performed in all material respects all of its covenants under this Agreement through the Effective Time.
- B. Approvals and Consents. The Merger and the other transactions under this Agreement shall have received all approvals of the Michigan Department of Attorney General, Charitable Trust Division necessary to file a Certificate of Merger.
- permanent injunction or other order of a court or other governmental or regulatory body directing that the Merger or other transactions contemplated under this Agreement not be consummated.
- D. Landlord Consent. UPA shall have delivered the written consent of its landlord "Landlord") approving the Merger in connection with the Lease between UPA, as tenant, and the Landlord, dated as of April 28, 2004.
- F. Authorizing Body Consent. The Authorizing Body shall have delivered written consent approving the Merger and Plan of Merger.
- 4.2 Conditions to the Obligations of UPA. The obligations of UPA to consummate the Merger are subject to the fulfillment at or prior to the Effective Time of the following conditions, any or all of which may be waived in whole or in part by UPA to the extent permitted by applicable law:
- A. Representations, Warranties and Covenants of the Academy. All of the representations and warranties of the Academy set forth in this Agreement shall be true and

correct in all material respects on and as of the Effective Time and the Academy shall have performed in all material respects all of its covenants under this Agreement through the Effective Time.

- B. Approvals and Consents. The Merger and the other transactions under this Agreement shall have received all approvals of the Michigan Department of Attorney General, Charitable Trust Division necessary to file a Certificate of Merger.
- C. No Injunctions. There shall not be in effect any preliminary or permanent injunction or other order of a court or other governmental or regulatory body directing that the Merger or other transactions contemplated under this Agreement not be consummated.
- D. Authorizing Body Consent. The Authorizing Body shall have delivered written consent approving the Merger and Plan of Merger.

V — **MISCELLANEOUS**

5.1 Notices. All notices, requests, demands and other communications under this Agreement shall be in writing and shall be deemed to have been given when delivered personally, mailed by registered or certified mail (return receipt requested), delivered by Federal Express or other nationally recognized overnight courier service or sent via facsimile to the parties at the following addresses (or at such other address for a party as shall be specified by like notice):

| To the Academy: | The Public School Academies of Detroit 435 Amsterdam Street Detroit, Michigan 48202 Telephone: Facsimile: (|
|-----------------|---|
| With a copy to | Dickinson Wright PLLC 38525 Woodward Ave., Ste. 2000 Bloomfield Hills, Michigan 48304-2970 Telephone: (248) 433-7513 Facsimile: (248) 433-7274 Attention: Peter H. Webster, Esq. |
| To UPA: | University Preparatory Academy 600 Antoinette Street Detroit, Michigan 48202 Telephone: Facsimile: () Attention: |
| With a copy to | Jaffe Raitt Heuer & Weiss, PC 27777 Franklin Road, Ste. 2500 Southfield, Michigan 48034-8214 Telephone: (248) 351-3000 Facsimile: (248) 351-3082 |

Attention: Erika Butler-Akinyemi, Esq.

- 5.2 Assignment. Neither party may assign its duties, rights and obligations under this Agreement without the prior written consent of the other party.
- 5.3 Binding Effect. This Agreement shall be binding upon and inure to the benefit of the Academy and UPA and their respective successors and assigns.
- 5.4 Entire Agreement. This Agreement, as it may be amended or supplemented from time to time, constitutes the complete agreement between the Academy and UPA and supersedes all prior agreements, oral and written. This Agreement may be modified only by a written instrument executed by the Academy and UPA.
- 5.5 Choice of Law. This Agreement will be governed by, construed and enforced in accordance with the laws of the state of Michigan.
- 5.6 Waivers. No part of this Agreement may be waived except by the written agreement of the Academy or UPA. Forbearance in any form from demanding performance hereunder is not a waiver of performance. Until complete performance under this Agreement, the party owed performance may invoke any remedy under this Agreement or under law, despite its past forbearance.
- 5.7 Limited Enforcement. This Agreement is enforceable only by the Academy and UPA and their respective successors and assigns. No other person has the right to enforce any of the provisions contained in this Agreement; provided, however, that the provisions of Section 3.3 shall inure to the benefit of, and shall be enforceable by, UPA directors, officers and committee members described in Section 3.3.
- 5.8 Captions. The section and paragraph headings in this Agreement are inserted for convenience only and do not describe, interpret or limit the scope, extent or intent of this Agreement of any provision of this Agreement.
- 5.9 Counterparts. This Agreement may be executed in a number of counterparts, each of which will be deemed an original, but all of which together will constitute one and the same instrument.

[Signatures continue on the following page.]

IN WITNESS WHEREOF, each of the parties hereto have caused this Agreement, pursuant to authority given by their respective Boards of Directors, to be executed on its behalf by an authorized officer of each party hereto.

| UNIVERSITY PREPARATORY ACADEMY | THE PUBLIC SCHOOL ACADEMIES OF DETROIT |
|--------------------------------|--|
| by pacy here | Ву: |
| Name: | Name: |
| us: President | lts: President |
| IN TIESTORY | |

EXHIBIT A

RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF GRAND VALLEY STATE UNIVERSITY DATED AS OF APRIL 28, 2006

See attached.



CERTIFIED COPY OF RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF GRAND VALLEY STATE UNIVERSITY ON APRIL 28, 2006:

06-3-14 (14) Charter Schools Report

On motion by Ms. Brooks and second by Mrs. Wolters, the following resolution was adopted unanimously:

WHEREAS, the Michigan Legislature has provided for the establishment of urban high school academies as part of the Michigan public school system by enacting Act No. 179 of the Public Acts of 2003; and

WHEREAS, according to this legislation, the Board of Trustees of Grand Valley State University ("University Board"), as the governing body of a state public university, is an authorizing body empowered to issue contracts to organize and operate urban high school academies; and

WHEREAS, the Michigan Legislature has mandated that urban high school academy contracts be issued on a competitive basis taking into consideration the resources available for the proposed urban high school academy, the population to be served by the proposed public school academy, and the educational goals to be achieved by the proposed urban high school academy; and

WHEREAS, the University Board, having received applications for organizing urban high school academies, and having examined the ability of the proposed performance standards, proposed academic program, financial viability of the applicant, and the ability of the proposed urban high school academy board of directors to meet the contract goals and objectives;

NOW, THEREFORE, BE IT RESOLVED:

AUTHORIZING RESOLUTION FOR PUBLIC SCHOOL ACADEMIES OF DETROIT ("ACADEMY")

1. That the application for Public School Academies of Detroit ("Academy"), submitted under Section 522 of the Revised School Code, MCL 380.522, meets the University Boards requirements and the requirements of applicable law and is therefore approved;

 Pursuant to the Method of Selection Resolution adopted by the University Board, the following seven (7) persons are appointed as the initial board of directors for the Academy:

| Ms. Jean Baker | 2 year term |
|---------------------|-------------|
| Dr. Deborah Ball | 2 year term |
| Mr. David Bing | 3 year term |
| Mr. James Nicholson | 3 year term |
| Mr. Edward Parks | 3 year term |
| Mr. Dan Varner | 1 year term |
| Ms. Joann Williams | l year term |

3. The University Board approves and authorizes the issuance of a contract to charter an urban high school academy to the Academy and authorizes the Chairperson of the University Board to execute a contract to charter an urban high school academy and related documents issued by the University Board to the Academy, provided that, before execution of the contract, the University President or his designee affirms that all terms of the contract have been agreed upon and the Academy is able to comply with all terms and conditions of the contract.

IN WITNESS WHEREOF, I have hereunto signed my name as Secretary and have caused the seal of said hody corporate to be hereto affixed this 8th day of May, 2006.

Peri L. Losey, Secretary

Board of Trustees

Grand Valley State University



CERTIFIED COPY OF RESOLUTION ADOPTED BY THE BOARD OF TRUSTEES OF GRAND VALLEY STATE UNIVERSITY ON APRIL 28, 2006:

06-3-14 (14) Charter Schools Report

Method of Selection Resolution

On motion by Ms. Myers and second by Mrs. Johnson, the following resolution was adopted unanimously:

URBAN HIGH SCHOOL ACADEMY BOARD OF DIRECTORS: METHOD OF SELECTION AND APPOINTMENT

WHEREAS, the Board of Trustees of Grand Valley State University ("University Board") is interested in issuing contracts to urban high school academies, under PA 179 of 2003; and

WHEREAS, MCL 380.528(1)(c) of the Revised School Code ("Code") provides that an authorizing body shall "sdopt a resolution establishing the method of selection, length of term, and number of members of the board of directors of each urban high school academy that it authorizes," and

WHEREAS, the University Board has determined that each contract issued by the University Board shall contain the following method of selection and appointment process until otherwise amended by the University Board;

NOW, THEREFORE, BE IT RESOLVED:

The following method of selection and appointment process for Urban High School Academy Board members applies to all urban high school academies authorized by the University Board:

- 1. Method of Selection and Appointment of Urban High School Board Members:
 - a. Initial Urban High School Academy Board Member Nominations and Appointments: As part of the urban high school academy application, the applicant shall propose to the University Charter Schools Office Director ("CSO Director"), the names of proposed individuals to serve on the initial board of directors of the proposed urban high school

academy ("Academy Board"). When the CSO Director recommends an initial contract for approval to the University Board, he/she shall include recommendations for initial Academy Board members. These recommendations may, but are not required to, include individuals proposed by the urban high school academy applicant ("Applicant"). To be considered for appointment, the nominees must have completed the required board member candidate application materials, including at least (i) the Urban High School Academy Board Member Questionnaire prescribed by the University Charter Schools Office; and (ii) the Criminal Background and History Check Report prescribed by the University Charter Schools Office.

- Ь. Subsequent Urban High School Academy Board Member Nominations and Appointments: Except as provided in paragraph (2) below, the Academy Board may nominate individuals for subsequent Academy Board member positions. As part of the appointment process, the Academy Board may submit to the CSO Director: (i) the name of the nominee; (ii) the board member candidate application materials identified in paragraph (a) above; and (iii) a copy of the Academy Board nominating resolution. The CSO Director may or may not recommend the proposed nominee submitted by the Academy Board. If the CSO Director does not recommend a nominee submitted by the Academy Board, the CSO Director shall select a nominee and forward that recommendation to the University Board for appointment. The University Board shall have the sole and exclusive right to appoint members to the Academy Board.
- Exigent Appointments: When the CSO Director C. determines an "exigent condition" exists which requires him/her to make an appointment to an Academy Board, the CSO Director, with University President approval, may immediately appoint a person to serve as an Academy Board member for the time specified, but not longer than the next meeting held by the University Board when a regular appointment may be made by the University The CSO Director shall make the appointment in writing and notify the Academy Board of the appointment. Exigent conditions include, but are not limited to when an Academy Board seat is vacant, when a Academy Board cannot reach a quorum, when the University Board

determines that an Academy Board member's service is no longer required, when an Academy Board member is removed, when an Academy Board fails to fill a vacancy, or other reasons which would prohibit the Academy Board from taking action without such an appointment.

- Qualifications of Academy Board Members: To be qualified to serve on the Academy Board, a person shall: (a) be a citizen of the United States; (b) reside in the State of Michigan; (c) submit all materials requested by the University Charter Schools Office including, but not limited to, a Urban High School Academy Board Member Questionnaire and a release for criminal records and history background check; (d) not be an employee of the Academy; (e) not be a director, officer, or employee of a company or other entity that contracts with the Academy; and (f) not be an employee or representative of the University or be a member of the University Board.
- 3. Oath /Acceptance of Office/Voting Rights: Following appointment by the University Board, Academy Board appointees may begin their legal duties, including the right to vote, after they have signed an Acceptance of Public Office form and taken the Oath or Affirmation of Public Office administered by a member of the Academy Board, other public official or notary public.
- 4. Length of Term; Removal: An appointed Academy Board member is an "at will" board member who shall serve at the pleasure of the University Board for a term of office not to exceed three (3) years. Regardless of the length of term, terms shall end on June 30 of the final year of service, unless shorter due to other provisions of this resolution. A person appointed to serve as an Academy Board member may be reappointed to serve additional terms. When an Academy Board member is appointed to complete the term of service of another Academy Board member, their service ends at the end of the previous Academy Board member's term.

If the University Board determines that an Academy Board member's service in office is no longer required, then the University Board may remove an Academy Board member with or without cause and shall specify the date when the Academy Board member's service ends. An Academy Board member may also be removed from office by a two-thirds (2/3) vote of the Academy Board for cause.

5. Resignations: A member of the Academy Board may resign from office by submitting a written resignation or by notifying the CSO Director. The resignation is effective upon receipt by the CSO Director unless a later date is specified in the resignation. A written notice of resignation is not required. If no such written notification is is provided, then the CSO Director shall confirm a

resignation in writing. The resignation shall be effective upon the date the CSO Director sends confirmation to the resigning Academy Board member.

- Vacancy: An Academy Board position shall be considered vacant when an Academy Board member:
 - a. Resigns
 - b. Dies
 - c. Is removed from office
 - d. Is convicted of a felony
 - e. Ceases to be qualified
 - f. Is incapacitated
- 7. Filling a Vacancy: The Academy Board may nominate and the CSO Director shall recommend or temporarily appoint persons to fill a vacancy as outlined in the "Subsequent Appointments" and "Exigent Appointment" procedures in this resolution.
- 8. Number of Academy Board Member Positions: The number of Academy Board member positions shall be five (5), seven (7) or nine (9), as determined from time to time by the Academy Board.
- Quorum: In order to legally transact business the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

| # of Academy Bo | ard positions | # required for | Quorum |
|-----------------|---------------|----------------|--------|
| Five (5) | | Three | (3) |
| Seven (7) | i | Four | (4) |
| Nine (9) | | Five | (5) |

10. Manner of Acting: The Academy Board shall be considered to have "acted," when a duly called meeting of the Academy Board has a quorum present and the number of board members voting in favor of an action is as follows:

| # of Academy Boa | rd positions | # for Quo | rum | # require | d to act |
|------------------|--------------|-----------|-----|-----------|----------|
| Five (5) | | Three | (3) | Three | (3) |
| Seven (7) | | Four | (4) | Four | (4) |
| Nine (9) | | Five | (5) | Five | (5) |

IN WITNESS WHEREOF, I have hereunto signed my name as Secretary and have caused the seal of said body corporate to be hereto affixed this 8th day of May, 2006.

Yeri L. Losey, Secretary

Board of Trustees

Grand Valley State University

EXHIBIT B

STUDENT RE-ENROLLMENT

Student Re-Enrollment

- Any student who was enrolled in the immediately preceding school year in the Academy will be enrolled in the appropriate grade level. The re-enrollment process for the application period will include:
- Parents or guardians of all enrolled students will be notified of the deadline for notifying the urban high school academy that they wish to re-enroll their child.
- If there is a sibling preference policy, the re-enrollment notice must also request that the parent or guardian indicate whether a sibling(s) seeks to enroll for the upcoming academic year.
- An enrolled student who does not re-enroll by the specified date can only apply during the application period for new students.
- An applicant on the waiting list at the time a new application period begins must reapply as a new student.
- After collecting the parent or guardian responses, the following will be determined:
 - The number of students who have re-enrolled per grade level.
 - 2. The number of siblings seeking admission for the upcoming academic year per grade (if a Board policy exists).
 - 3. If space is unavailable, a waiting list for siblings of re-enrolled students will be developed.
 - 4. The number of spaces remaining, per grade, after enrollment of current students and siblings.

SCHEDULE 3

BYLAWS

The bylaws and flow-chart of the Academy's governance structure are attached.

BYLAWS

OF

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

ARTICLE I

NAME

This organization shall be called THE PUBLIC SCHOOL ACADEMIES OF DETROIT (the "Academy" or the "corporation").

ARTICLE II

FORM OF ACADEMY

The Academy is organized as a non-profit, non-stock, directorship corporation.

ARTICLE III

OFFICES

Section 3.1. <u>Principal Office</u>. The principal office of the Academy shall be located in the State of Michigan.

Section 3.2. <u>Registered Office</u>. The registered office of the Academy may be the same as the principal office of the Academy, but in any event must be located in the State of Michigan, and be the business office of the resident agent, as required by the Michigan Nonprofit Corporation Act. Changes in the resident agent and registered address of the Academy must be reported to the Michigan Department of Labor and Economic Growth, Bureau of Commercial Services.

ARTICLE IV

BOARD OF DIRECTORS

Section 4.1. General Powers. The business, property and affairs of the Academy shall be managed by the Academy Board of Directors ("Academy Board"). The Academy Board may exercise any and all of the powers granted to it under the Michigan Non-Profit Corporation Act or pursuant to Part 6C of the Revised School Code ("Code"). The Academy Board may delegate such powers to the officers and committees of the Academy Board as it deems necessary, so long as such delegation is consistent with the Articles, these Bylaws, the Contract, and Applicable Law.

Section 4.2. <u>University Board Resolution Establishing Method of Selection, Length of Term and Number of Academy Board Members</u>. The method of selection and appointment of Academy Board members, the qualifications of Academy Board members, oath and acceptance of public office requirements, Academy Board member voting rights, length of Academy Board member terms, removal of Academy Board member procedures, method for handling resignations, declaration of vacancies and filling of vacant Academy Board member positions, number of Academy Board member positions, quorum and manner of acting requirements for Academy Board shall be established by resolution adopted by the Grand Valley State University Board of Trustees (the "University Board"). This resolution may be amended from time to time by the University Board without the approval of the Academy Board. Any provision in these Bylaws that conflicts or is inconsistent with this University Board resolution shall be void. Upon notice from the University, the Academy Board shall amend any conflicting or inconsistent provision set forth in these Bylaws and provide a copy of the change(s) to the University Charter Schools Office for inclusion in the Contract.

ARTICLE V

MEETINGS

Section 5.1. Annual and Regular Meetings. The Academy Board shall hold an annual meeting each year. The Academy Board must provide, by resolution, the time and place, within the State of Michigan, for the holding of regular meetings. Unless otherwise agreed to by the University President, the Academy Board must hold at least six (6) regular meetings during the first year of operation. The Academy Board shall provide notice of the annual and all regular meetings as required by the Open Meetings Act.

Section 5.2. Special Meetings. Special meetings of the Academy Board may be called by or at the request of the Academy Board President or any two other Directors. The person or persons authorized to call special meetings of the Academy Board may fix the place within the State of Michigan for holding any special meeting of the Academy Board called by them, and, if no other place is fixed, the place of meeting shall be the principal business office of the corporation in the State of Michigan. The corporation shall provide notice of all special meetings as required by the Open Meetings Act.

Section 5.3. Notice: Waiver. The Academy Board must comply with the notice provisions of the Open Meeting Act. In addition, notice of any meeting shall be given to each Director stating the time and place of the meeting, delivered personally, mailed, sent by facsimile or electronic mail to each Director at the Director's business address or electronic mailing address. Any Director may waive notice of any meeting by written statement or facsimile sent by the Director and signed before or after the holding of the meeting. The attendance of a Director at a meeting constitutes a waiver of notice to the transaction of any business because the meeting is not lawfully called or convened.

Section 5.4. Quorum. The quorum requirements for the transaction of business at any Academy Board meeting shall be determined by resolution of the University Board.

- Section 5.5. <u>Manner of Acting</u>. The manner of acting requirements for Academy Board meetings shall be determined by resolution of the University Board. No member of the Board of Directors may vote by proxy.
- Section 5.6. Open Meetings Act. All meetings of the Academy Board, shall at all times be in compliance with the Open Meetings Act.
- Section 5.7. <u>Presumption of Assent</u>. A Director of the Academy Board who is present at a meeting of the Academy Board at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless the Director's dissent shall be entered in the minutes of the meetings. Unless a Director abstains from voting on a particular Academy Board agenda item and the abstention is recorded in the Academy Board meeting minutes, the Academy Board meeting minutes shall reflect the vote, whether in favor or in opposition, of each Director present at the meeting.

ARTICLE VI

COMMITTEES

Section 6.1. Committees. The Academy Board, by resolution, may designate one or more committees, each committee to consist of one or more Directors selected by the Academy Board. As provided in the resolution as initially adopted, and as thereafter supplemented or amended by further resolution, the committees shall have such powers as delegated by the Academy Board, except (i) filling of vacancies in the officers of the Academy Board or committees created pursuant to this Section; (ii) amending the Articles of Incorporation or Bylaws; or (iii) any action the Academy Board cannot lawfully delegate under the Articles, the Contract, these Bylaws or Applicable Law. All committee meetings shall at all times be in compliance with the Open Meetings Act. Each committee shall fix its own rules governing the conduct of its activities and shall make such reports to the Academy Board of its activities as the Academy Board may request.

ARTICLE VII

OFFICERS OF THE BOARD

Section 7.1. <u>Number</u>. The officers of the Academy shall be a President, Vice-President, Secretary, Treasurer, and such assistant Treasurers and assistant Secretaries as may be selected by the Academy Board.

Section 7.2. <u>Election and Term of Office</u>. The Academy Board shall elect the initial officers at its first duly noticed meeting. Thereafter, the officers of the Academy shall be elected annually by the Academy Board. If the election of officers is not held at the annual meeting, the election shall be held as soon thereafter as may be convenient. Each officer shall hold office while qualified or until the officer resigns or is removed in the manner provided in Section 7.3.

Section 7.3. <u>Removal</u>. Any officer or agent elected or appointed by the Academy Board may be removed by the Academy Board whenever in its judgment the best interest of the corporation would be served thereby.

Section 7.4. <u>Vacancies</u>. A vacancy in any office shall be filled by appointment by the Academy Board for the unexpired portion of the term of the vacating officer.

Section 7.5. <u>President</u>. The President of the Academy shall be a member of the Academy Board. The President of the corporation shall preside at all meetings of the Academy Board. If there is not a President of the corporation, or if the President is absent, then the Vice-President shall preside. If the Vice-President is absent, then a temporary chair, chosen by the members of the Academy Board attending the meeting shall preside. The President may be an ex officio member of any standing committees and, when designated by the Academy Board, the Chairperson of any standing committee established by the Academy Board. The President shall, in general, perform all duties incident to the office of President of the Board as may be prescribed by the Academy Board from time to time.

Section 7.6. <u>Vice-President</u>. The Vice-President of the Academy shall be a member of the Academy Board. In the absence of the President or in the event of the President's death, inability, or refusal to act, the Vice-President shall perform the duties of President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice-President shall perform such other duties as from time to time may be assigned to the Vice-President by the President or by the Academy Board.

Section 7.7. Secretary. The Secretary of the Academy shall be a member of the Academy Board. The Secretary shall: (a) keep the minutes of the Academy Board meetings in one or more books provided for that purpose; (b) see that all notices, including those notices required under the Open Meetings Act, are duly given in accordance with the provisions of these Bylaws or as required by law; (c) be custodian of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all authorized documents; (d) keep a register of the post office address of each Director; and (e) perform all duties incident to the office of Secretary and other duties assigned by the President or the Academy Board.

Section 7.8. <u>Treasurer</u>. The Treasurer of the Academy shall be a member of the Academy Board. The Treasurer shall: (a) have charge and custody of and be responsible for all funds and securities of the corporation; (b) keep accurate books and records of corporate receipts and disbursements; (c) deposit all moneys and securities received by the corporation in such banks, trust companies or other depositories as shall be selected by the Board; (d) complete all required corporate filings; (e) assure that the responsibilities of the fiscal agent of the corporation are properly carried out; and (f) in general perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned by the President or by the Academy Board.

Section 7.9. Assistants and Acting Officers. The Assistants to the officers, if any, selected by the Academy Board, shall perform such duties and have such authority as shall from time to time be delegated or assigned to them by the Secretary or Treasurer or by the Academy

Board. The Academy Board shall have the power to appoint any person to perform the duties of an officer whenever for any reason it is impractical for such officer to act personally. Such acting officer so appointed shall have the powers of and be subject to all the restrictions upon the officer to whose office the acting officer is so appointed except as the Academy Board may by resolution otherwise determine.

Section 7.10. <u>Salaries</u>. Officers of the Board, as Directors of the corporation, may not be compensated for their services. By resolution of the Academy Board, Directors and officers may be reimbursed for reasonable expenses incident to their duties.

Section 7.11. Filling More Than One Office. Subject to the statute concerning the Incompatible Public Offices, Act No. 566 of the Public Acts of 1978, being Sections 15.181 to 15.185 of the Michigan Compiled Laws, any two offices of the corporation except those of President and Vice-President may be held by the same person, but no officer shall execute, acknowledge or verify any instrument in more than one capacity.

ARTICLE VIII

CONTRACTS, LOANS, CHECKS AND DEPOSITS; SPECIAL CORPORATE ACTS

Section 8.1. Contracts. The Academy Board may authorize any officer(s), assistant(s) or acting officer(s), to enter into any contract, to execute and deliver any instrument, or to acknowledge any instrument required by law to be acknowledged in the name of and on behalf of the corporation. Such authority may be general or confined to specific instances, but the appointment of any person other than an officer to acknowledge an instrument required by law to be acknowledged should be made by instrument in writing. When the Academy Board authorizes the execution of a contract or of any other instrument in the name of or on behalf of the corporation, without specifying the executing officers, the President or Vice-President, and the Secretary or Treasurer may execute the same and may affix the corporate seal thereto. No contract entered into, by or on behalf of the Academy Board, shall in any way bind Grand Valley State University or impose any liability on Grand Valley State University, its trustees, officers, employees, or agents.

Section 8.2. Loans. No loans shall be contracted on behalf of the Academy and on evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Academy Board. Such authority may be general or confined to specific instances. No loan, advance, overdraft, or withdrawal by an officer or Director of the corporation, other than in the ordinary and usual course of the business of the Academy, shall be made or permitted. No loan entered into, by or on behalf of the Academy Board, shall in any way be considered a debt or obligation of Grand Valley State University or impose any liability on Grand Valley State University, its trustees, officers, employees, or agents.

Section 8.3. <u>Checks, Drafts, etc.</u> All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Academy, shall be

signed by such officer or officers, agent or agents, of the corporation and in such manner as shall from time to time be determined by resolution of the Academy Board.

Section 8.4. <u>Deposits</u>. Consistent with Section 1221 of the Code, the Treasurer of the Academy shall deposit the funds of the Academy in a financial institute or in a joint investment authorized by the Code. All additional funds of the Academy shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositories as the Academy Board may select, provided that such financial institution is eligible to be a depository of surplus funds under Section 6 of Act No. 105 of the Public Acts of 1855, as amended, being Sections 21.146 of the Michigan Compiled Laws.

Section 8.5. Voting of Gifted, Bequested or Transferred Securities Owned by this Corporation. Subject always to the specific directions of the Academy Board, any shares or other securities issued by any other corporation and owned or controlled by this corporation may be voted at any meeting of security holders of such other corporation by the President of this corporation or by proxy appointed by the President, or in the absence of the President and the President's proxy, by the Secretary or Treasurer of this corporation by proxy appointed by the Secretary or Treasurer. Such proxy or consent is respect to any shares or other securities issued by any other corporation and owned by this corporation shall be executed in the name of this corporation by the President, the Secretary or the Treasurer of this corporation without necessity of any authorization by the Academy Board, affixation of corporate seal or countersignature or attestation by another officer. Any person or persons designated in the manner above stated as the proxy or proxies of this corporation shall have full right, power, and authority to vote the shares or other securities issued by such other corporation and owned by this corporation the same as such shares or other securities might be voted by this corporation. This section shall in no way be interpreted to permit the corporation to invest any of its surplus funds in any shares or other securities issued by any other corporation. This section is intended to apply, however, to all gifts, bequests or other transfers of shares or other securities issued by any other corporation which are received by the corporation.

Section 8.6. Contracts Between Corporation and Related Persons; Persons Ineligible to Serve as Directors. Pursuant to Sections 522(3)(e) and (f) of the Code, MCL 380.522(3)(e) and (f), each Director, officer or employee of the Academy shall comply with the Incompatible Public Offices statute, Act No. 566 of the Public Acts of 1978, being MCL 15.181 to 15.185 of the Michigan Compiled Laws, and the Contracts of Public Servants With Public Entities statute, Act No. 371 of the Public Acts of 1968, being MCL 15.321 to 15.330 of the Michigan Compiled Laws. The Academy Board shall ensure compliance with Applicable Law relating to conflicts of interest. The following shall be deemed a prohibited conflict of interest:

- (a) An individual simultaneously serving as Director and an owner, officer, director, employee or paid consultant of an Educational Management Company that has an agreement with the Academy;
 - (b) An individual simultaneously serving as Director and an employee of the corporation;
- (c) An individual simultaneously serving as Director and an owner, officer, director, employee or paid consultant of the Contract Administrator;

- (d) An individual simultaneously serving as a Director and a independent contractor to the Academy;
- (e) An individual simultaneously serving as a Director and as a member of the governing board of another public school; and
- (f) An individual simultaneously serving as a Director and a University employee or paid consultant.

No person shall be eligible to serve as Director if the person's spouse, child, parent, or sibling has: (i) an ownership interest in the Educational Management Company, the Contract Administrator or the Applicant; or (ii) if the person's spouse, child, parent, or sibling is in a managerial, administrative or officer position with the Educational Management Company, Contract Administrator or the Applicant.

ARTICLE IX

INDEMNIFICATION

Each person who is or was a Director, officer or member of a committee of the Academy and each person who serves or has served at the request of the Academy as a trustee, director, officer, partner, employee or agent of any other corporation, partnership, joint venture, trust or other enterprise, shall be indemnified by the Academy to the fullest extent permitted by the corporation laws of the State of Michigan as they may be in effect from time to time. The corporation may purchase and maintain insurance on behalf of any such person against any liability asserted against and incurred by such person in any such capacity or arising out of his status as such, whether or not the corporation would have power to indemnify such person against such liability under the preceding sentence. The corporation may, to the extent authorized from time to time by the Board, grant rights to indemnification to any employee or agent of the corporation to the fullest extent provided under the laws of the State of Michigan as they may be in effect from time to time.

ARTICLE X

FISCAL YEAR

The fiscal year of the corporation shall begin on the first day of July in each year.

ARTICLE XI

AMENDMENTS

The Academy Board shall submit proposed Bylaw changes to the University Charter Schools Office, for review and comment, at least thirty (30) days prior to Academy Board adoption. The Academy's Bylaws, and any subsequent or proposed changes to the Academy's Bylaws, shall not violate or conflict with the Contract. If at any time the University identifies a provision in the Academy Board's Bylaws that violates or conflicts with Applicable Law or this

Contract, the Academy Board's Bylaw shall be automatically void and the Academy Board shall amend the identified provision to be consistent with Applicable Law and the Contract. The amendment shall be automatically incorporated into Schedule 3 of the Contract upon receipt by the University Charter Schools Office of a duly authorized Academy Board bylaw change.

ARTICLE XII

The definitions set forth in the Terms and Conditions incorporated as part of the Contract shall have the same meaning in these Bylaws.

CERTIFICATION

The Board certifies that these Bylaws were adopted as and for the Bylaws of a Michigan corporation in an open and public meeting, by the Academy Board on the 6th day of February, 2007.

DETROIT 28947-2 976175v2

Public School Academies of Detroit

Detroit, Michigan

Resolution of the Public School Academies of Detroit Board of Directors

Upon motion of: Deborah Ball Seconded by: Deborah Ball

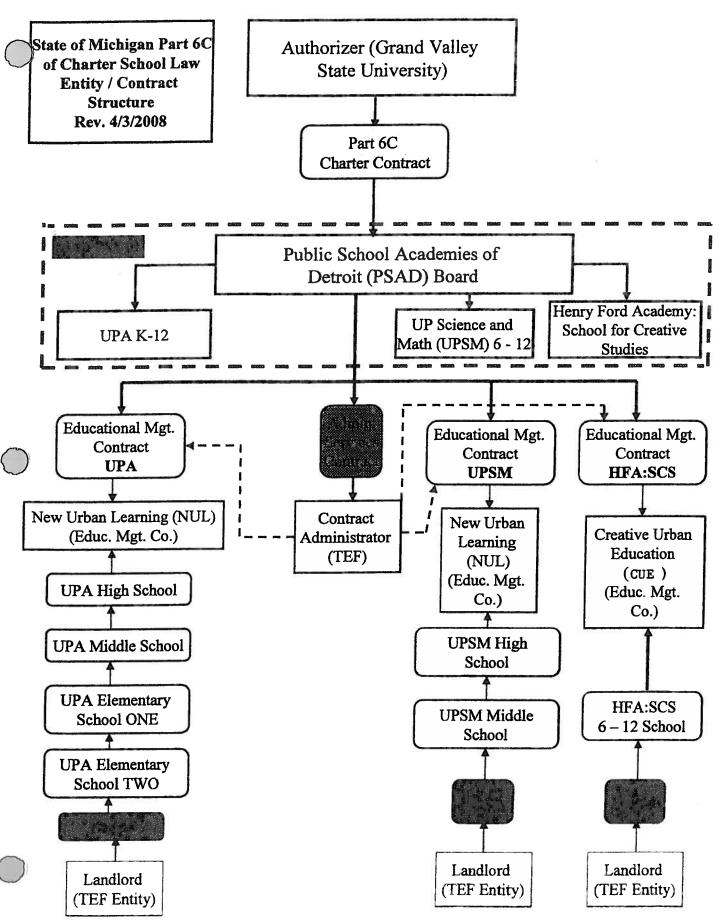
WHEREAS, the Academy Board wishes to ratify its By-Laws that were adopted prior to the filing of the Articles of Incorporation.

NOW, THEREFORE, BE IT RESOLVED, that the Academy Board hereby approves, ratifies and confirms its By-Laws.

Secretary's Certification:

I certify that the Public School Academies of Detroit Board duly adopted the foregoing resolution at a properly noticed open meeting held on the 9th day of January, 2008, at which a quorum was present.

8LOOMFIELD 28947-2 881924v1



SCHEDULE 4

FISCAL AGENT AGREEMENT

The Fiscal Agent Agreement is attached.

FISCAL AGENT AGREEMENT

This Agreement is part of the Contract issued by the Grand Valley State University Board of Trustees ("University Board"), an authorizing body as defined by the Revised School Code, as amended (the "Code"), to the Public School Academies of Detroit, an urban high school academy ("Academy").

Preliminary Recitals

WHEREAS, pursuant to the Code and the Contract, the University Board, as authorizing body, is the fiscal agent for the Academy, and

WHEREAS, the University Board is required by law to forward any State School Aid Payments received from the State of Michigan ("State") on behalf of the Academy to the Academy,

NOW, THEREFORE, in consideration of the premises set forth below, the parties agree to the following:

ARTICLE I

DEFINITIONS AND INTERPRETATIONS

Section 1.01. <u>Definitions</u>. Unless otherwise provided, or unless the context requires otherwise, the following terms shall have the following definitions:

"Account" means an account established by the Academy for the receipt of State School Aid Payments at a bank, savings and loan association, or credit union which has not been deemed ineligible to be a depository of surplus funds under Section 6 of Act No. 105 of the Public Acts of 1855, being Section 21.146 of the Michigan Compiled Laws.

"Agreement" means this Fiscal Agent Agreement.

"Fiscal Agent" means the University Board or an officer or employee of Grand Valley State University as designated by the University Board.

"Other Funds" means any other public or private funds which the Academy receives and for which the University Board voluntarily agrees to receive and transfer to the Academy.

"State School Aid Payment" means any payment of money the Academy receives from the State School Aid Fund established pursuant to Article IX, Section 11 of the Michigan Constitution of 1963 or under the State School Aid Act of 1979, as amended.

"State" means the State of Michigan.

"State Treasurer" means the office responsible for issuing funds to urban high school academies for State School Aid Payments pursuant to the School Aid Act of 1979, as amended.

Section 1.02. <u>Fiscal Agent Agreement Incorporated into Contract; Use of Contract Definitions</u>. This Fiscal Agent Agreement shall be incorporated into and is part of the Contract issued by the University Board to the Academy. Terms defined in the Contract shall have the same meaning in this Agreement.

ARTICLE II

FISCAL AGENT DUTIES

Section 2.01. Receipt of State School Aid Payments and Other Funds. The University Board is the Fiscal Agent for the Academy for the limited purpose of receiving State School Aid Payments. By separate agreement, the University Board and the Academy may also agree that the University Board will receive Other Funds for transfer to the Academy. The Fiscal Agent will receive State School Aid Payments from the State, as provided in Section 3.02.

Section 2.02. <u>Transfer to Academy</u>. Except as provided in the Contract, the Fiscal Agent shall transfer all State School Aid Payments and all Other Funds received on behalf of the Academy to the Academy within ten (10) business days of receipt or as otherwise required by the provisions of the State School Aid Act of 1979 or applicable State Board rules. The State School Aid Payments and all Other Funds shall be transferred into the Account designated by a resolution of the Board of Directors of the Academy and by a method of transfer acceptable to the Fiscal Agent.

Section 2.03. <u>Limitation of Duties</u>. The Fiscal Agent has no responsibilities or duties to verify the Academy's pupil membership count, as defined in the State School Aid Act of 1979, as amended, or to authorize, to approve or to determine the accuracy of the State Aid School Payments received on behalf of the Academy from the State Treasurer. The duties of the Fiscal Agent are limited to the receipt and transfer to the Academy of State School Aid Payments and Other Funds received by the Academy. The Fiscal Agent shall have no duty to monitor or approve expenditures made by the Academy Board.

Section 2.04. Academy Board Requests for Direct Intercept of State School Aid Payments. If the Academy Board directs that a portion of its State School Aid Payments be forwarded by the Fiscal Agent to a third party account for the payment of Academy debts and liabilities, the Academy shall submit to the University Charter Schools Office: (i) a copy of the Academy Board's resolution authorizing the direct intercept of State School Aid Payments; and (ii) a copy of a State School Aid Payment Agreement and Direction document that is in a form and manner acceptable to the Fiscal Agent. No State Aid Payment Agreement and Direction document shall be effective until it is acknowledged by the University President.

ARTICLE III

STATE DUTIES

Section 3.01 <u>Eligibility for State School Aid Payments</u>. The State, through its Department of Education, has sole responsibility for determining the eligibility of the Academy to receive State School Aid Payments. The State, through its Department of Education, has sole responsibility for determining the amount of State School Aid Payments, if any, the Academy shall be entitled to receive.

Section 3.02. Method of Payment. Each State School Aid Payment for the Academy will be made to the Fiscal Agent by the State Treasurer by issuing a warrant and delivering the warrant to the Fiscal Agent by electronic funds transfer into an account specified by the Fiscal Agent, or by such other means deemed acceptable to the Fiscal Agent. The State shall make State School Aid Payments at the times specified in the State School Aid Act of 1979, as amended.

ARTICLE IV

ACADEMY DUTIES

- Section 4.01. <u>Compliance with State School Aid Act</u>. In order to assure that funds are available for the education of pupils, an Academy shall comply with all applicable provisions of the State School Aid Act of 1979, as amended.
- Section 4.02. Expenditure of Funds. The Academy may expend funds that it receives from the State School Aid Fund for any purpose permitted by the State School Aid Act of 1979 and may enter into contracts and agreements determined by the Academy as consistent with the purposes for which the funds were appropriated.
- Section 4.03. <u>Mid-Year Transfers</u>. Funding for students transferring into or out of the Academy during the school year shall be in accordance with the State School Aid Act of 1979 or applicable State Board rules.

Section 4.04. Repayment of Overpayment. The Academy shall be directly responsible for reimbursing the State for any overpayments of State School Aid Payments. At its option, the State may reduce subsequent State School Aid Payments by the amount of the overpayment or may seek collection of the overpayment from the Academy.

Section 4.05. <u>Deposit of Academy Funds</u>. The Academy Board agrees to comply with Section 1221 of the Revised School Code, being MCL 380.1221, regarding the deposit of State School Aid Payments and Other Funds received by the Academy.

ARTICLE V

RECORDS AND REPORTS

Section 5.01. <u>Records</u>. The Fiscal Agent shall keep books of record and account of all transactions relating to the receipts, disbursements, allocations and application of the State School Aid Payments and Other Funds received, deposited or transferred for the benefit of the Academy, and these books shall be available for inspection at reasonable hours and under reasonable conditions by the Academy and the State.

Section 5.02. Reports. The Fiscal Agent shall prepare and send to the Academy within thirty (30) days of September 1, 2009, and annually thereafter, a written report dated as of August 31 summarizing all receipts, deposits and transfers made on behalf or for the benefit of the Academy during the period beginning on the latter of the date hereof or the date of the last such written report and ending on the date of the report, including without limitation, State School Aid Payments received on behalf of the Academy from the State Treasurer and any Other Funds which the University Board receives under this Agreement.

ARTICLE VI

CONCERNING THE FISCAL AGENT

Section 6.01. <u>Representations</u>. The Fiscal Agent represents that it has all necessary power and authority to enter into this Agreement and undertake the obligations and responsibilities imposed upon it in this Agreement and that it will carry out all of its obligations under this Agreement.

Section 6.02. <u>Limitation of Liability</u>. The liability of the Fiscal Agent to transfer funds to the Academy shall be limited to the amount of State School Aid Payments as are from time to time delivered by the State and the amount of Other Funds as delivered by the source of those funds.

The Fiscal Agent shall not be liable for any action taken or neglected to be taken by it in good faith in any exercise of reasonable care and believed by it to be within the discretion or power conferred upon it by this Agreement, nor shall the Fiscal Agent be responsible for the consequences of any error of judgment; and the Fiscal Agent shall not be answerable except for its own action, neglect or default, nor for any loss unless the same shall have been through its gross negligence or willful default.

The Fiscal Agent shall not be liable for any deficiency in the State School Aid Payments received from the State Treasurer to which the Academy was properly entitled. The Fiscal Agent shall not be liable for any State School Aid overpayments made by the State Treasurer to the Academy for which the State subsequently seeks reimbursement.

Acknowledgment of Receipt

The undersigned, on behalf of the State of Michigan, Department of Treasury, acknowledges receipt of the foregoing Fiscal Agent Agreement that is part of the Contract issued by the University Board to the Academy.

RY.

Joseph L. Fielek, Director Bureau of Bond Finance

Michigan Department of Treasury

Date: <u>Jan. 3</u> 2008

LAN01\148342.1 ID\LCW

SCHEDULE 5

MASTER CALENDAR OF REPORTING REQUIREMENTS

The Master Calendar of Reporting Requirements is attached.

Urban High School Academies Master Calendar of Reporting Requirements July 1, 2010 – June 30, 2011

| DUE DATE | REPORT DESCRIPTION | SUBMIT TO |
|----------------------|--|-----------|
| July 1 | Board Adopted 2010-2011 School Calendar/School Day Schedule. | CSO |
| July 1 | Board Adopted Annual Operating Budget for the General Fund and School Service Fund for 2010-2011. | CSO |
| July 1 | Copy of Notice of Public Hearing for Annual Operating Budget for 2010-2011. | CSO |
| July 1 | Copy of Parent Satisfaction Survey and Results from 2009-2010, if applicable. | CSO |
| July 26 | DS-4168 Report of Days and Clock Hours of Pupil Instruction for the 2009-2010 academic year, if applicable (See MDE website, www.michigan.gov/mde, for MDE due date and form). | CSO |
| August 2 | Annual Organizational Meeting Minutes for 2010-2011. | CSO |
| August 2 | Board Resolution appointing Chief Administrative Officer for 2010-2011. | CSO |
| August 2 | Board Resolution appointing Freedom of Information Act Coordinator for 2010-2011. | CSO |
| August 2 | Board Designated Legal Counsel for 2010-2011. | CSO |
| August 2 | Board adopted Annual Calendar of Regularly Scheduled Meetings for 2010-2011. | CSO |
| August 31 | 4 th Quarter Financial Statements, if applicable – quarter ending 06/30. | CSO |
| August 31 | Legal Opinion confirming that the Academy Board's approval and | CSO |
| UPSM HS | execution of any real property lease or other agreement with Educational Management Company, the Contract Administrator, the Applicant or affiliate of the Applicant complies with the Contracts of Public Servants with Public Entities statute, MCL 15.321 et seq. | |
| August 31 UPSM HS | Copy of an AHERA asbestos plan and lead based paint survey, if applicable, for the Academy's school facility. | CSO |
| August 31 UPSM HS | Copy of the current boiler inspection/approval, if applicable, for the Academy's school facility. | CSO |
| August 31 UPSM HS | Documentation confirming that the Academy has received occupancy approval from the Michigan Department of Consumer and Industry Services Office of Fire Safety for the Academy's school facility. | CSO |
| August 31 UPSM HS | Documentation of food service license expiring 04/30/2011. | CSO |
| August 31 UPSM HS | Documentation that the Academy obtained a short-term cash flow loan to cover initial costs of the operations for the initial academic year, if applicable. | CSO |
| September 3 | Organizational Chart for 2010-2011. | CSO |
| September 3 | Board approved Student Handbook 2010-2011. | CSO |
| September 3 | Board approved Employee Handbook 2010-2011. | CSO |
| September 3 | Copy of School Improvement Plan covering 2009-2010 academic year. | CSO |
| October 1 | Annual Nonprofit Corporation Information Update for 2010. CSO will | CSO |

| DUE DATE | REPORT DESCRIPTION | SUBMIT TO |
|------------|--|-----------|
| <u> </u> | confirm filing via DLEG website. | |
| October 1 | Completed PSA and ESP/MC Insurance Questionnaires. Required forms available at www.gvsucso.org . | CSO |
| October 15 | Audited Financial Statements for fiscal year ending June 30, 2010, if applicable. *Due to MDE by November 15. | CSO |
| October 15 | Management Letter (comments and recommendations from independent financial auditor) for fiscal year ending June 30, 2010, if issued. If a management letter is not issued, a letter from the Academy stating a management letter was not issued is required to be submitted. | CSO |
| October 15 | Annual A-133 Single Audit for year ending June 30, 2010 is required if over \$500K in federal funds have been expended. If a single audit is not necessary, a letter from the Academy stating as such | CSO |
| October 15 | DS-4898 PSA Preliminary Pupil Membership Count for September 2009 Enrollment and Attendance for 1 st & 2 nd Year PSAs only (See MDE website, <u>www.michigan.gov/mde</u> for MDE due date). | CSO |
| October 15 | Annual Education Report for the 2009-2010 academic year to be submitted and presented at a public meeting. | CSO |
| October 29 | 1 st Quarter Financial Statements – quarter ending 09/30. | CSO |
| December 1 | Academy's Technology Plan covering 2010-2011 or annual updates thereto. | CSO |
| January 7 | Modifications to ISD's Plan for the Delivery of Special Education Services covering 2010-2011 signed by a representative of the Academy. | CSO |
| January 31 | 2 nd Quarter Financial Statements – quarter ending 12/31. | CSO |
| January 31 | Michigan Highly Qualified Teacher Verification Report. Required Form Available at www.gvsucso.org . | CSO |
| April 19 | DS-4168-B District Report of Planned Number of Days and Clock Hours of Pupil Instruction for 2010-2011 (See MDE website www.michigan.gov/mde for MDE due date). | CSO |
| April 29 | 3 rd Quarter Financial Statements – quarter ending 03/31. | CSO |
| May 13 | Notice of Open Enrollment & Lottery Process or Open Enrollment & Lottery Process Board Policy for 2011-2012. | CSO |
| June 1 | Certificate of Boiler Inspection covering years 2010-2011. | CSO |
| June 30 | Board Approved Amended Budget for 2010-2011 fiscal year (or statement that budget has been reviewed and no amendment was needed). | CSO |
| June 30 | 2010-2011 Log of emergency drills, including date, time and results. Sample form available at www.gvsucso.org . | CSO |
| June 30 | Board adopted Letter of Engagement for year ending June 30, 2011 independent financial audit. | CSO |
| June 30 | Food service license expiring 04/30/2012. | CSO |

ONGOING REPORTING REQUIREMENTS July 1, 2010 – June 30, 2011

The following documents do not have a set calendar date; however, they require submission within a certain number of days from board action or other occurrence.

| DUE DATE | REPORT DESCRIPTION | SUBMIT TO: |
|---|--|---------------|
| Immediately | Bills paid that amount to \$10,000 or more as submitted to the Academy Board. | CSO |
| Immediately | Copies of any Management Contracts, Services Contracts approved by the Academy Board. | CSO |
| Immediately | Copies of any Equipment Leases. | CSO |
| Date notice is posted | Academy Board Meeting Record of Postings – cancellations, changes, special meetings, emergency etc. Must include time and date of actual posting. | CSO |
| 14 business days after Board approval | Draft Academy Board Meeting Minutes and Resolutions of regular, special & emergency board meetings. | CSO |
| 14 business days after Board approval | Approved Academy Board Meeting Minutes and Resolutions of regular, special & emergency board meetings. | CSO |
| 30 business days | Board Adopted Annual Operating Budget for 2010-2011 & | No submission |
| after board approval | Salary/Compensation Transparency Reporting to be available on school website per the State School Aid Act as amended. | needed. |
| 14 business days after Board approval | Oath of Office and written acceptance for each Board Member. | CSO |
| 10 business days after Board approval | Board adopted <i>Amended</i> Budget and General Appropriations Resolution. | CSO |
| 10 days of receipt | Correspondence received from the Michigan Department /State Board of Education requiring a formal response. | CSO |
| 10 days of receipt | Correspondence received from the Health Department requiring a formal response. | CSO |
| 10 days of receipt | Written notice of litigation or formal proceedings alleging violation of Applicable Law or contractual agreements against the Academy, its officers, employees, agents and/or contractors. | CSO |
| 30 days prior to board execution | Board proposed draft Contract Administrator and Educational Management Company Agreements or Amendments. | CSO |
| 5 business days of receipt | Request and Responses to Freedom of Information Requests. | CSO |

ORIGINAL/SUBSEQUENT BOARD POLICY REPORTING REQUIREMENTS July 1, 2010 – June 30, 2011

The following documents do not have a set calendar date; however, they require an original submission and subsequent submission if Board action is taken making amendments/changes.

| REPORT DESCRIPTION | SUBMIT TO |
|--|-----------|
| Articles of Incorporation. Must have GVSU Board approval before modifying. | CSO |
| Board of Director Bylaws or Amendments thereto. | CSO |
| Academy's Educational Goals or Amendments thereto. | CSO |
| Office of Fire Safety (OFS-40) – original occupancy permit and permits for renovations/additions, etc. | CSO |
| Lease, Deed of Premises or Rental Agreement and subsequent amendments (includes modular units). | CSO |
| Any and all Equipment Leases | CSO |
| <u> </u> | CSO |
| Asbestos Hazardous Emergency Response Act (AHERA) Management Plan. Visit www.michigan.gov/asbestos for Michigan's model management plan. A copy of the "acceptance" letter sent by MIOSHA is also required. | CSO |
| Communicable Disease Curriculum (including minutes of board approval). | CSO |
| Articles of Incorporation. Must have GVSU Board approval before modifying. Board of Director Bylaws or Amendments thereto. Academy's Educational Goals or Amendments thereto. Office of Fire Safety (OFS-40) – original occupancy permit and permits for renovations/additions, etc. Lease, Deed of Premises or Rental Agreement and subsequent amendments (includes modular units). Any and all Equipment Leases Curriculum including any additions/deletions. Asbestos Hazardous Emergency Response Act (AHERA) Management Plan. Visit www.michigan.gov/asbestos for Michigan's model management plan. A copy of the "acceptance" letter sent by MIOSHA is also required. Communicable Disease Curriculum (including minutes of board approval). Iob Descriptions for all employee groups REQUIRED BOARD POLICIES Board adopted Purchasing Policy (date of approval). Reference: MCL 380.1267, MCL 380.1274 Administration of Medications Policy (date of approval). Reference: MCL 380.1178, 380.1178a, 380.1179 Harassment of Students Policy (date of approval). Reference: MCL 380.1300a Search and Seizure Policy (date of approval). Reference: MCL 380.1300 Search and Seizure Policy (date of approval). Reference: MCL 380.1309; MCL 380.1312(8)&(9); MCL 37.1402 Parent/Guardian Review of Instructional Materials & Observation of Instructional Activity Policy (date of approval). Reference: MCL 380.1137 Board Member Reimbursement of Expenses Policy (date of approval). | CSO |
| | CSO |
| Reference: MCL 380.1267, MCL 380.1274 | |
| Administration of Medications Policy (date of approval). Reference: MCL 380.1178, 380.1179 | CSO |
| Harassment of Staff or Applicant Policy (date of approval). Harassment of Students Policy (date of approval) Reference: MCL 380.1300a | CSO |
| Search and Seizure Policy (date of approval). | CSO |
| Emergency Removal, Suspension and Expulsion of Students Policy (date of approval). | CSO |
| Parent/Guardian Review of Instructional Materials & Observation of Instructional Activity Policy (date of approval). Reference: MCL 380.1137 | CSO |
| Board Member Reimbursement of Expenses Policy (date of approval). MCL 380.1254; MCL 388.1764b | CSO |
| Equal Access for Non-School Sponsored Student Clubs and Activities Policy (date of approval). Reference: MCL 380.1299 | CSO |
| Electronic or Wireless Communication Devices Policy (date of approval). | CSO |
| Preparedness for Toxic Hazard and Asbestos Hazard Policy (date of approval). Reference: MCL 324.8316, 380.1256 | CSO |

| | Nondiscrimination Policy (date of approval) Including, but not limited to, Michigan Constitution, Article I, §26, Elliott-Larsen Civil | CSO |
|---|--|-----|
| _ | Rights Act. Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments | |
| | of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of | |
| 9 | 1975. | 000 |
| | Academy Deposit Policy (date of approval). | CSO |
| | Reference: PA 105 of 1855, being MCL 21.146, Section 11.10 of the Charter Contract | |
| | Parental Involvement Policy (date of approval). | CSO |
| | Reference: MCL 380.1294 | |
| | Wellness Policy (date of approval). | CSO |
| | Reference: 42 USC §§1751, 1758, 1766: 42 USC § 1773 | |

CALENDAR OF ADDITIONAL REPORTING REQUIREMENTS AND CRITICAL DATES July 1, 2010 – June 30, 2011

The following reports Academies must submit to the local ISD, MDE, CEPI and other

organizations throughout the year.

| DUE DATE | REPORT DESCRIPTION | SUBMIT TO: |
|----------------------------|---|-------------------------|
| September 29 | Student Count Day for State Aid F.T.E. | No submission required. |
| September 30 | SE-4096 Special Education Actual Cost Report (Contact ISD for due date). | ISD |
| October 1 | Eye Protection Certificate (#4527 Certification of Eye Protective Devices Electronic Grant System [MEGS] if applicable. | CEPI |
| October 1 | Certification of Constitutionally Protected Prayer | MDE |
| October 7 | SE-4094 Transportation Expenditure Report (Contact ISD for due date). | ISD |
| October 1 – | Teacher Certification/Teacher Salaries/Criminal Background | No submission |
| October 31 (as scheduled) | Check/Unprofessional Conduct. This is an onsite review scheduled and conducted by Quality Performance Resource Group. No submission required. | needed. |
| Oct/Nov | School Infrastructure Database (SID); School-Wide Title I Participation | CEPI |
| Oct/Nov | Deadline for MEIS/Single Record Student Database ("SRSD") electronic file (Contact the local ISD for due date.) | CEPI |
| November 1 | Deadline for Immunization Records Report – IP100. (Contact Health Dept. for due date). | Local Health Dept. |
| November 15 | Deadline for electronic submission to the Financial Information Database (FID, formerly known as the Form B). State aid will be withheld if the submission is not successful. | СЕРІ |
| Nov/Dec | Special Education Count on MI-CIS. Special education data must be current and updated in the Michigan Compliance and Information System (MI-CIS). This information is used to determine funding for next year (Contact local ISD for due date). | ISD |
| December 1 - | Teacher Certification/Teacher Salaries/Criminal Background | No submission |
| December 31 (as scheduled) | Check/Unprofessional Conduct. This is an onsite review scheduled and conducted by Quality Performance Resource Group. No submission required. | required. |
| Nov/Dec | Registry of Educational Personnel (REP) Submission | CEPI |
| December 31 | Municipal Finance Qualifying Statement, if applicable (online submission). | MI Dept of Treasury |
| Feb 1 | Deadline for Immunization Record Report – IP100 (Contact Health Dept. for due date). A financial penalty of 5% of a school's state aid allocation can be assessed if the immunization rate is not at 90% or above. | Local Health Dept. |
| Feb 9 | Supplemental Student Count for State Aid F.T.E. | No submission required. |

| DUE DATE | REPORT DESCRIPTION | SUBMIT TO: |
|----------------|--|---------------|
| March | FS-4731-C – Count of Membership Pupils eligible for free/reduced breakfast, lunch or milk. | MDE |
| March | MEIS/Single Record Student Database ("SRSD") electronic file (Contact local ISD for due date.) | ISD, CEPI |
| May 1 – | Teacher Certification/Teacher Salaries/Criminal Background | No submission |
| May 31 | Check/Unprofessional Conduct. This is an onsite review scheduled and | required. |
| (as scheduled) | conducted by Quality Performance Resource Group. No submission required. | 5. |
| June/July | MEIS/ Single Record Student Database ("SRSD") electronic file | ISD, CEPI |
| | (Contact local ISD for due date.) | |
| June | Registry of Educational Personnel (REP) | CEPI |
| June | School Infrastructure Database (SID) | CEPI |

SCHEDULE 6

INFORMATION TO BE PROVIDED BY ACADEMY AND EDUCATIONAL MANAGEMENT COMPANY

In accordance with Section 11.16 of the Terms and Conditions, the following described categories of information are to be made available to the public by the Academy, and any Educational Management Company contracted by the Academy, as required under Section 523(1)(k) of the Code, MCL 380.523(1)(k):

- 1. Contract;
- 2. List of currently serving Directors with name, address, and term of office;
- 3. Academy Board policies;
- 4. Academy Board meeting agendas;
- 5. Academy Board meeting minutes;
- 6. Academy Board approved budget and amendments to the budget;
- 7. Bills paid that amount to \$10,000 or more as submitted to the Academy Board;
- 8. Quarterly financial reports submitted to the University Charter Schools Office:
- List of current Academy teachers including individual salaries, copies of teaching certificates or permits, and evidence of compliance with criminal background and records checks and unprofessional conduct checks required under the Code for Academy teachers and school administrators;
- 10. Curriculum documents and materials submitted to the University Charter Schools Office;
- 11. Proof of insurance required by Contract;
- 12. Copies of facility leases or deeds, or both, and of any equipment leases;
- 13. Copies of any management contracts or services contracts approved by the Academy Board;
- 14. Health and safety reports and certificates, including those relating to fire safety, environmental matters, asbestos inspection, boiler inspection, and food service;

- 15. Annual financial audit and any management letters issued as part of the annual financial audit; and
- 16. Any other information specifically required under the Code.

INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement (the "Agreement") is made effective as of July 1, 2012 by and between **DETROIT 90/90**, **LLC**, a Michigan nonprofit corporation ("Detroit 90/90") and **THE PUBLIC SCHOOL ACADEMIES OF DETROIT**, a Michigan public school academy (the "PSAD") formed under Part 6c of the Revised School Code, Public Act 451 of 1976 (the "Code"), as amended.

PSAD is an urban high school academy organized under the Code. PSAD has been issued a contract (the "Contract") by GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES (the "Authorizer") to organize and operate one or more urban high school academies.

PSAD and Detroit 90/90 desire to enter into an agreement, as defined in MCL 380.523c(2)(c), whereby PSAD and Detroit 90/90 will work together to deliver systems of educational excellence and services to PSAD and its University Preparatory Science and Math urban high school academy ("UPSM") based on the vision for the PSAD's urban high school academies as described in the Contract and Detroit 90/90's vision of school design, management principles, and the "Educational Program" (defined below).

THEREFORE, the parties agree as follows:

ARTICLE I Relationship of the Parties and Other Matters

Section 1. Authority. PSAD represents that (a) it is authorized by law to contract with an educational management organization for the provision of management and operational services to PSAD, and (b) PSAD has been issued the Contract from the Authorizer to organize and operate one or more urban high school academies. To the extent permitted by law, PSAD

authorizes and g Agreement,

Section 2 the extent perm materials, and administrative, r PSAD (the "Serv

Detroit 90 Contract and all of pupil assessm and age and grac monitor complia by the PSAD Bo "Educational Pro is agree that Detroit 90/90, to aws, shall provide all labor, comprehensive educational, plated by this Agreement to Exhibit A hereto.

d power to perform under this

meet its obligations under the nal goals, curriculum, method dar and school day schedule, als and methods to be used to comes, as previously adopted he Contract (collectively, the enter into a similar educational management agreement respecting the operation of the PSAD University Preparatory Academy ("UPA") urban high school academy. The CEO for UPSM shall serve as the CEO for UPA. Detroit 90/90 shall provide periodic written updates about a CEO search to the Contract Administrator and PSAD. Detroit 90/90 shall not retain a CEO to which the Contract Administrator or PSAD objects. The CEO shall hold all required certifications as required by the Code. The CEO may be disciplined or terminated by Detroit 90/90 in its sole discretion. Detroit 90/90 shall notify the Board before the termination of the CEO. Detroit 90/90 will have the authority, consistent with applicable laws, to select and supervise the CEO and to hold the CEO accountable for the success of UPSM. Detroit 90/90 will empower the CEO with the authority to select and hold accountable the teachers and staff at UPSM.

Section 9. <u>Criminal Background Checks.</u> Detroit 90/90 agrees that it shall not assign any of its employees, agents or other individuals to perform any services under this Agreement except as permitted under Sections 1230, 1230a, 1230b and related provisions of the Code pertaining to criminal background and criminal conduct checks. Detroit 90/90 shall require that the results of the criminal background check are received, reviewed, and used (subject to a verification process) by the CEO acting on behalf of PSAD and/or the Board, only as permitted by law to confirm that the individual does not have a criminal history and to evaluate the qualifications of the individual for his/her assignment.

Section 10. <u>Unprofessional Conduct Checks.</u> Detroit 90/90 agrees that it will conduct unprofessional conduct checks, in accordance with MCL 380.1230b, before hiring an employee assigned to work at the UPSM worksite.

Section 11. Compliance with Section 523c. On an annual basis, Detroit 90/90 agrees 10 provide the UPSM Board with the same information that a school district is required to disclose under section 18(2) of the State School Aid Act of 1979, MCL 388.1618, for the most recent school fiscal year for which the information is available. Within thirty (30) days of receipt of this information, the UPSM Board shall make the information available on UPSM's website home page, in a form and manner prescribed by the Michigan Department of Education. The defined terms in section 523c of the Code, MCL 380.523c shall have the same meaning in this Agreement.

Section 12. <u>The Board</u>. The Board is the governing body with oversight responsibilities over PSAD. The parties acknowledge that throughout this Agreement the term "Board" and the term "PSAD" are sometimes used interchangeably in some sections for the sole purpose of readability based on the nature and subject-matter of the article/section.

Section 13. Availability of Funds. Detroit 90/90 shall be liable to PSAD for any cost it commits PSAD to without the Board's approval in the event such cost is beyond the amount in PSAD's budget or any amendment thereto. Detroit 90/90 shall only be required to perform its responsibilities under this Agreement to the extent PSAD has appropriated funds in its budget, as amended.

Section 14. Non-Compete Agreement. Detroit 90/90 agrees that it shall not impose any contractual requirement or contractual obligation on any of its teachers, support staff,

on the applicable Fee Budget for such year of the Term, as agreed between Detroit 90/90 and PSAD.

In the event Detroit 90/90 incurs expenses in amounts less than those set forth in the applicable Fee Budget in any type or classification, resulting in a surplus (a "Budget Surplus") for any year of the Term, Detroit 90/90 shall make a proposal to PSAD for disposition of the Budget Surplus for such year of the Term for PSAD's review and approval. PSAD and Detroit 90/90 must mutually agree to the disposition of the Budget Surplus for such year of the Term. If the parties do not mutually agree to the disposition of the Budget Surplus for such year of the Term after informal discussion, the parties shall participate in mediation and, arbitration, if the matter is not resolved, as set forth in Article X of this Agreement. In the event Detroit 90/90 incurs expenses in amounts more than those set forth in the applicable Fee Budget in any type or classification, resulting in a deficit (a "Budget Deficit") for any year of the Term, Detroit 90/90 shall make a proposal to PSAD for an adjustment for the applicable Fee for such year of the Term for PSAD's review and approval. PSAD and Detroit 90/90 must mutually agree to the proposal for an adjustment for the applicable Fee in the event of a Budget Deficit for any year of the Term. If the parties to not mutually agree to the adjustment for the applicable Fee in the event of a Budget Deficit for any year of the Term after informal discussion, the parties shall participate in mediation and, arbitration, if the matter is not resolved, as set forth in Article X of this Agreement. Notwithstanding the foregoing, Detroit 90/90 shall give PSAD written notice not less than fifteen (15) days after becoming aware of a potential Budget Deficit.

Upon receipt of PSAD State Aid funds, PSAD shall immediately deposit those funds in an account mutually agreed upon by the parties and administered by the CEO of Detroit 90/90.

Reimbursement of Costs. In addition to the Fee, PSAD shall reimburse Section 2. Detroit 90/90 for all costs reasonably incurred and paid by Detroit 90/90 in providing the Services specifically related to PSAD except for those costs which are included in the applicable Fee Budget. Such reimbursable costs include, but are not limited to, certain employment or retention costs of Detroit 90/90 employees or staff assigned to UPSM, other expenses for building facilities, equipment, software, supplies, food service, transportation, special education, psychological services, and medical services. Detroit 90/90 will invoice PSAD for reimbursement of certain employment or staff costs of Detroit 90/90 employees or staff assigned to UPSM. Detroit 90/90 will invoice PSAD for reimbursement of all other costs not included in the applicable Fee Budget with a detailed receipt of material or services provided. PSAD shall only reimburse for costs included in an annual operating budget approved by the Board or as amended during the academic year. In paying such costs on behalf of PSAD, Detroit 90/90 shall not charge an added fee (or mark-up). Marketing and development costs paid by or charged to PSAD shall be limited to those costs specific to UPSM. Detroit 90/90 shall not include any costs for the marketing and development of Detroit 90/90 nor any other corporate costs of Detroit 90/90, including but not limited to insurance, audit, legal other corporate compliance expenses, or miscellaneous costs that are too detailed and burdensome to attribute to UPSM. All such nonreimbursable costs are the responsibility of Detroit 90/90 and shall be paid out of the Fee or such other revenue of Detroit 90/90. A complete description of costs that are not to be allocated to PSAD and UPSM are included in the Fee Budget.

PSAD's failure to timely remit the Fee, all payroll costs, or any reimbursement due to Detroit 90/90. PSAD has thirty (30) days after notice from Detroit 90/90 to remedy a breach that involves the advancement of funds for all compensation required for payroll or to reach an agreement with Detroit 90/90 on the payment of those funds.

Termination before the end of the Term shall not relieve PSAD of any financial or other obligations to Detroit 90/90 outstanding as of the date of termination. Failure by Detroit 90/90 to (a) declare a breach, (b) place PSAD on notice thereof, or (c) fail to exercise or exert any remedy available to Detroit 90/90 under this Agreement or applicable laws, shall not be deemed a waiver of Detroit 90/90's right and remedies whatsoever.

Section 2. <u>Termination by PSAD</u>. PSAD may terminate this Agreement before the end of the Term in the event that Detroit 90/90 fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to:

- a. Failure by Detroit 90/90 to reasonably account for its expenditures;
- b. Failure by Detroit 90/90 to pay PSAD operating expenses as required under this Agreement (provided funds are available);
- c. Failure by Detroit 90/90 to substantially follow policies, procedures, rules, regulations, or curriculum duly adopted by the Board which are not in violation of applicable laws or this Agreement;
- d. Failure by Detroit 90/90 to provide the Services as required by this Agreement; and/or
- e. Any action or inaction by Detroit 90/90 that places the Contract in jeopardy of revocation, suspension or termination, as evidenced by written notification from the Authorizer.
- f. Failure to meet the educational performance requirements in the Contract, any lease agreement entered into by PSAD for the operation of UPSM, or in <u>Schedule B</u> to this Agreement.

Detroit 90/90 has ten (10) days after notice from PSAD to remedy a breach that involves the non-payment of funds for all "compensation" required for payroll (provided that Detroit 90/90 has received such funds from PSAD to do so) or to reach an agreement with PSAD on the payment of those funds. Detroit 90/90 has thirty (30) days after written notice from PSAD to remedy all other material breaches.

Either party may also terminate this Agreement without cause before the end of the Term by giving written notice of termination to the other party by December 1 of a particular year, and unless otherwise agreed to by the parties, the termination shall be effective as of June 30 of the following year. Notice of termination provided after December 1 shall not be effective until one year after June 30 of the following year.

- 2. use its best efforts to maintain its relations and good will with suppliers, customers, landlords, creditors, employees, agents and others having business relationships with it.
- 3. make no material changes in administrative, operational, or management personnel, including the chief administrative officer, superintendent for UPSM, principals for each of the UPSM schools, or teaching staff without prior written approval of PSAD.
- 4. use its best efforts not to disturb UPSM's relations and good will with parents, students and the educational community relating to the operation and management of UPSM and otherwise comply with this Agreement;
- 5. comply with all legal requirements and contractual obligations assigned to it applicable to the operations of UPSM;
- 6. continue in full force and effect all required insurance coverages;
- 7. cooperate with PSAD in identifying the governmental authorizations or other approvals including but not limited to those regarding UPSM facilities, required by PSAD to operate UPSM; and
- 8. prepare and provide to PSAD within thirty (30) days of the provision of notice of termination, at Detroit 90/90's own expense, a draft transition agreement which shall specifically detail and plan for each and every transition issue and provide a timeline for addressing each issue.

Section 6. Personal Property upon Termination or Expiration. Upon any termination or the expiration of this Agreement, PSAD may elect (a) to purchase any personal property which has been purchased or leased from a third party solely with Detroit 90/90 funds, provided such purchase or lease is permitted under the purchase or lease documents relating thereto, at the fair market, depreciated value of such personal property or (b) to return same to Detroit 90/90. All personal property purchased or leased by Detroit 90/90 using PSAD funds shall remain the personal property of PSAD. PSAD shall own, without restriction, all property, tangible and intangible, purchased, licensed, or acquired in any fashion by or for PSAD, or by or with PSAD funds.

Section 7. Obligations Upon Termination or Expiration. Upon any termination or the expiration of this Agreement, the parties shall remain obligated for all financial or other obligations due at the time of the termination or expiration. After any termination or the expiration of this Agreement, and once all such obligations referenced above are satisfied, the parties shall have no further obligations to each other under this Agreement whatsoever except for the continuing obligations under (a) Article V (confidentiality and non-use/non-disclosure of proprietary information) and (b) Article VII (indemnification).

ARTICLE VII Indemnification & Cooperation

Section 1. <u>Indemnification of Detroit 90/90</u>. To the extent permitted by law and without waiving any privilege or immunity, PSAD shall indemnify and save and hold Detroit

ARTICLE VIII Insurance

- Section I. <u>Academy Insurance</u>. PSAD shall maintain such policies of insurance coverage in the amounts as required by the Contract. PSAD agrees to add Detroit 90/90 as an additional insured on all policies.
- Section 2. <u>Detroit 90/90 Insurance</u>. Detroit 90/90 shall maintain separate general liability and umbrella insurance coverage, with PSAD listed as an additional insured on all policies. Detroit 90/90 shall maintain such policies of insurance in the amounts as required by the Contract and any lease agreement entered into by PSAD for the operation of UPSM.
- Section 3. <u>Evidence and Notices</u>. Each party shall, upon written request, present evidence to the other that it maintains the requisite insurance.
- Section 4. <u>Workers' Compensation Coverage</u>. Additionally, each party shall maintain workers' compensation insurance, as required by state law, covering their respective employees, if any.

ARTICLE IX Warranties and Representations

- Section 1. <u>Warranties and Representations of PSAD</u>. PSAD represents to Detroit 90/90 that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, and its actions have been duly and validly authorized.
- Section 2. Good Standing. Detroit 90/90 represents and warrants to PSAD that (a) it is a Michigan limited liability company in good standing duly authorized to conduct business in the state of Michigan, (b) it has the authority under applicable laws to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (c) its actions have been duly and validly authorized, and (d) it will adopt any and all resolutions required for execution of this Agreement.
- Section 3. <u>Contract Administrator</u>. Detroit 90/90 represents and warrants that it has a thorough understanding of the Contract Administration Agreement entered into by PSAD and the Contract Administrator dated August 28, 2008 as provided by the Contract and the Code and that Detroit 90/90 shall cooperate in such a manner so as to allow PSAD and the Contract Administrator to comply with their respective obligations and exercise their respective rights under the Contract Administration Agreement.
- Section 4. Facilities. Detroit 90/90 represents and warrants that it has a thorough understanding of the facilities that are provided by PSAD, and all applicable documentation including lease agreements, certificate of occupancy, and all other permits, to operate UPSM and that such facilities allow Detroit 90/90 to undertake and meet its obligations herein.
- Section 5. Other Schools. Detroit 90/90 represents and warrants that, other than entering into an educational management agreement with PSAD for the operation of UPSM

Section 2. Arbitration. If the mediation does not result in a mutually satisfactory compromise, then the matter shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters, except for the pursuit of injunctive or equitable relief. Any dispute, difference, or disagreement arising under or related to this Agreement shall be referred to a single arbitrator, mutually agreed upon by the parties, or if no single arbitrator can be agreed upon, an arbitrator shall be selected in accordance with the rules of the American Arbitration Association and such dispute, difference, or disagreement shall be settled by arbitration in accordance with the then prevailing Commercial Rules of the American Arbitration Association, and judgment upon the award rendered may be entered in any court having jurisdiction thereof. All arbitration proceedings shall take place exclusively in the State of Michigan in Wayne or Oakland County, Michigan. If the parties are unable to agree on a mutual location for the arbitration, the arbitration shall take place at the Southfield Office of the American Arbitration Association. The arbitrator's award shall be final and binding. Each party shall be responsible for their own costs and attorneys' fees.

ARTICLE XI Miscellaneous

Section 1. <u>Entire Agreement</u>. This Agreement supersedes and replaces any and all prior written or oral agreements and understandings between PSAD and Detroit 90/90 regarding the subject matter hereof. This Agreement, including all Exhibits and Schedules, constitutes the entire agreement of the parties.

Section 2. <u>Force Majeure</u>. Notwithstanding any other sections of this Agreement, neither party shall be liable for any delay in performance or inability to perform due to acts of God or due to war, riot, embargo, fire, explosion, sabotage, accident, labor strike, flood, terrorism, or other acts beyond its reasonable control.

Section 3. Governing Law. This Agreement and the rights of the parties shall be interpreted according to the laws of the state of Michigan.

Section 4. Official Notices. All notices or other communications required by the terms of this Agreement shall be in writing and sent to the parties at the addresses set forth below. Notice may be given by certified or registered mail, postage prepaid, return receipt requested, traceable carrier or personal delivery. Notices shall be deemed to have been given on the date of personal delivery, or, if given by mail, the postmark date. Unless amended or updated in writing, the addresses of the parties hereto for the purposes of this Agreement shall be:

PSAD:

The Public School Academies of Detroit c/o Board President 610 Antoinette Detroit, MI 48202

and

invalid portion or term as minimally as possible to cure the invalidity, while at all times preserving the spirit and purpose of the applicable portion or term.

- Section 10. <u>Successors and Assigns</u>. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.
- Section 11. No Third Party Rights. This Agreement is made for the sole benefit of PSAD and Detroit 90/90. Except as otherwise expressly provided herein, nothing in this Agreement shall create or be deemed to create a relationship between the parties, or either of them individually with any third person, third party beneficiary, fiduciary, or the Authorizer.
- Section 12. <u>Survival of Termination</u>. All representations, warranties, indemnities, and non-disclosures/confidentiality obligations made in this Agreement shall survive any termination or expiration of this Agreement without limitation.
- Section 13. <u>Delegation of Authority: Compliance with Laws</u>. Nothing in this Agreement shall be construed as delegating to Detroit 90/90 any of the powers or authority of the Board which are not subject to delegation by the Board in accordance with all applicable laws. The parties agree to comply with all applicable laws.
- Section 14. Execution in Counterparts. The parties may execute this Agreement by facsimile or in counterparts. A facsimile or photographic copy of this Agreement may be relied upon by either party, or any third party, as if it were an original signature copy. If this Agreement is executed in counterparts, the separate counterpart signature pages shall be combined and treated by the parties, or any third party, as if the separate counterpart signature pages were part of one original signature copy.
- Section 15. Review by Independent Counsel. The parties agree that each has reviewed, or had the opportunity to review, this Agreement with its own independent legal counsel prior to the execution of this Agreement.

[Signature Page Follows]

EXHIBIT A TO INDEPENDENT CONTRACTOR AGREEMENT

The purpose of this Exhibit A is to set forth and define the Services to be provided by Detroit 90/90 pursuant to the Agreement.

EDUCATIONAL MANAGEMENT SERVICES TO BE PROVIDED BY DETROIT 90/90, LLC

- A. Detroit 90/90 shall implement the Educational Program (defined in Article I, Section 2 of the Agreement). Substantial modification of the Educational Program may only occur with the prior written consent of the Board and, if required, an amendment to the Contract which requires Authorizer approval.
- B. Detroit 90/90 may perform functions other than instruction, including but not limited to purchasing, professional development and administrative functions off-site (i.e., not on PSAD property), unless prohibited by applicable laws. Student records are the property of PSAD shall be maintained by Detroit 90/90 at the corresponding PSAD UPSM's sites.
- C. Although the Board shall be responsible for establishing and implementing recruitment admission policies in accordance with the Educational Program and the Contract, Detroit 90/90 shall enroll students for PSAD in accordance with such policies provided that the policies are in compliance with the contract and applicable laws.
- D. Detroit 90/90 shall provide student due process hearings in compliance with all applicable laws, to an extent consistent with PSAD's own obligations as to students only (and not as to faculty).
- E. Detroit 90/90 shall administer and provide the Educational Program in a manner which shall meet federal, state and local requirements, the requirements imposed under the Code and the Contract, and all lease provisions entered into by PSAD for the operation of UPSM.
- F. In order to supplement and enhance the school aid payments received from the state of Michigan, and improve the quality of education at UPSM, Detroit 90/90 shall assist PSAD's endeavors to obtain revenue from other sources (the "Funding Sources"), and in this regard:
 - PSAD and/or Detroit 90/90 may solicit grants and donations in the name of PSAD from various Funding Sources consistent with the mission of PSAD in furtherance of the Educational Program;
 - PSAD and/or Detroit 90/90 only after written notice to PSAD may apply for and receive grant money in the name of PSAD from various Funding Sources in furtherance of the Educational Program;
 - PSAD and/or Detroit 90/90 only with prior Board approval may apply for and receive grant money in the name of PSAD from various Funding Sources for activities outside of the Educational Program.

BUSINESS/FINANCE SERVICES TO BE PROVIDED BY DETROIT 90/90, LLC

- L. Detroit 90/90 shall be directly accountable to the Board for the administration, operation and performance of UPSM in accordance with the Contract. Detroit 90/90 shall not expend UPSM funds in excess of the amount set forth in the PSAD Budget, as amended.
- M. Detroit 90/90 shall be responsible for all of the management, operation, administration and education at UPSM which includes, but is not limited to:
 - implementation and administration of the Educational Program, including administration
 of any and all extra-curricular and co-curricular activities and programs, and the selection
 and acquisition of instructional materials, equipment and supplies;

2. management of all personnel functions, including professional development for all instructional personnel and the personnel functions outlined in this Agreement;

- 3. aspects of the business administration (as determined as generally understood in the industry) of UPSM as agreed between Detroit 90/90 and the Board;
- 4. any function necessary or expedient for the administration of UPSM consistent with the Educational Program, or otherwise approved by the Board.
- N. Except as otherwise provided in this Agreement, Detroit 90/90 shall keep all student and financial records relating to UPSM at the respective UPSM site, and the same shall be available for public inspection upon reasonable request consistent with applicable laws. All student and financial records will remain the property of PSAD.
- O. Detroit 90/90 shall provide the Board with:
 - a projected annual budget that complies with applicable law before June 1st of each school year, related to the Services in accordance with the Contract and the Educational Program;
 - 2. detailed monthly statements (in a form and as requested by the Board) of all revenues received, from whatever source, with respect to PSAD, and detailed budgets with statements of all direct expenditures (with details) for the Services rendered to or on behalf of PSAD, whether incurred on-site or off-site:
 - 3. facilitate the annual audit in compliance with applicable laws showing the manner in which funds are spent at PSAD, however, it is acknowledged that only PSAD shall select and retain auditors and PSAD shall contract directly with any auditor of its choice, and Detroit 90/90 will cooperate with the production of any and all documents necessary for the audit. Any such audit and audit materials shall be the property of PSAD; and
 - 4. other information as reasonably requested by the Board to enable the Board to monitor Detroit 90/90's performance under the Agreement.
- P. Reporting Requirements. Detroit 90/90 shall provide to the Board at least annually the following information to ensure that PSAD can comply with the following statutory reporting requirements, including, but not limited to, MCL 380.523c and MCL 380.1618 and the following:

to the Michigan Public School Employees' Retirement System or any other public retirement system on behalf of its employees.

- U. Detroit 90/90 will be responsible for all necessary 401K regulatory and plan documents as required by law.
- V. Detroit 90/90 shall conduct criminal background checks and unprofessional conduct checks on its employees that are assigned to PSAD and all subcontractors assigned to regularly and continuously work under contract in PSAD as required by law, as if it were a public school academy under the Code.



| 1 | |
|------------------------------|---------------|
| | UPSM |
| Budgeted Student Count | 820 |
| | 828 |
| | 32% |
| Salaries and benefits | |
| Insurance | \$ 630,021 |
| Professional development | 27,500 |
| Professional fees | 1,762 |
| Equipment | 10,570 |
| Internet/Phones/Email/Copier | 3,844 |
| Meetings & Conferenes | 9,225 |
| Office expense | 2,082 |
| Travel & Transportation | 3,844 |
| Contingency | 1,602 |
| Non-Recurring Expenses: | 3,203 |
| Consultants | |
| Recruiter Fees | 3,203 |
| | 18,578 |
| Total expenses | |
| • | \$ 715,433 |
| | |

Detroit 90/90

Our Program. Our Performance. Our Promise.

Detroit 90/90 believes that its schools—University Preparatory Academy (UPA) and University Prep Science & Math (UPSM)—offer a powerful and unique model for teaching and engaging urban children. Our schools are dedicated to educating the whole child in ways that prepare students for success in college, other post-secondary training, and life, as well as ensure high performance on required standardized tests and college entrance exams.

University Prep Schools understand that true college readiness does not depend solely on students' academic success and mastery of standards. Readiness also hinges on developing students as confident, motivated self-managers and problem solvers, with a variety of talents and experiences. These are the characteristics and traits we build in our students, and the reasons our schools are able to graduate students who persist in college and fulfill their dreams.

Key elements of the University Prep Schools model that ensure college readiness for graduates, and are supported by research-based practices, include:

- Rigorous curriculum designed to meet state and federal standards at every level. The University Prep Schools curricula is designed to achieve the benchmarks set out in Michigan's Curriculum Framework and the ACT College Readiness standards—and will evolve to meet the new Common Core standards. Our schools ensure student success on challenging work by providing support in different ways—starting with small classes, personalized learning plans for every student and differentiated instruction that enables advanced learners as well as struggling students to connect to academic content and reach their potential.
- Intentional strategies to build and maintain strong relationships between and among students, parents, and teachers, including small schools, small class sizes, working with a primary teacher/advisor for multiple years, and individual Learning Team meetings. The Advisory program engages students in their learning and gives them the anchor of a caring adult who knows them well. A small and supportive classroom community helps students find their passion, discover dreams, plot their plans and hone the habits of mind and work essential to success in college and in life.
- Curiosity, focus, and effort are critical to student learning. University Prep Schools use personal relationships, a culture of success, integration of technology, and fun, interest-based projects to ensure strong student engagement. When learning is fun, learners invest much more energy and imagination in getting through the hard work. In addition, we employ a wide range of practical, authentic, real-world experiences, from meaningful internships and community service to International travel and college campus tours, to complement academic instruction so that students can navigate the global marketplace with confidence and competence.
- Being able to think, talk, write, and speak about what's being learned is crucial to becoming the self-directed learner demanded for success in college and the world of work. From kindergarten through the 12th grade, University Prep Schools students present public exhibitions of their work several times each year.
- An emphasis on staff development that focuses on effective teaching and learning strategies and continuous improvement. Opportunities for reflection, team critique and data analysis are built into our model. Staff development also is an opportunity for student monitoring and real-time intervention. University Prep Schools use multiple measures that include state achievement tests, the Measures of Academic Progress, ACT practice tests, and a wide variety of classroom-based and building-based assessments to monitor student achievement. The results of these measures are reviewed continuously throughout each school year, and used to identify students needing supplementary instruction. All University Prep Schools have designed robust supplementary instructional programs that offer additional learning opportunities within the school day, after school, and throughout the summer.

Rev. Dated October 31, 2012

For the middle schools:

- Average daily attendance rate for students shall be at least 90% for each school year.
- Eighth graders will score within 10 percent of the state average in reading and math on the state exam, currently the MEAP, and outperform selected districts serving students from comparable demographic backgrounds.
- The middle schools in the University Prep Schools system will administer the Explore—or the actual ACT—to prepare students for success on the high stakes exam.
- Re-enrollment rates shall result in at least 75% of eligible eighth grade students entering the high schools upon graduation from the middle schools each year (students who migrate from middle schools, students who move to other high performing schools as defined by MDE, and students who move out of the area are included in the percentage).
- University Prep Schools will meet whatever metric the state determines will replace Adequate Yearly Progress (AYP).

For the elementary schools:

- Each year, at least 90% of the eligible fifth graders will enter the middle schools the following fall.
- 75% of the sixth graders entering the middle schools who attended the elementary schools since kindergarten will read at or above grade level.
- Average daily attendance rate for students shall be at least 90% for each school year.
- University Prep Schools will meet whatever metric the state determines will replace Adequate Yearly Progress (AYP),

Detroit 90/90 Mandatory Reporting Requirements

For all schools:

 Annually, the PSAD Board will be provided certain mandatory reporting data as outlined and in the format as depicted in attached Exhibit. This data and the reports are to be provided by October 31" of each school year.

Agreed

diroit 90/90

Public School Academies of Detroit

BLOGMFIELD 38030-32 123191542

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| | NOTE NUM | BER OF STUDENTS | S THAT MATE | UCULATED TO UI | PSM AND/OR H | IFA:5CS | | | | | | | | | | | | | |

PSAD - UPSM Required Reporting - ENROLLMENT SUMMARY

| UNI | VERSITY PREP SO | CIENCE AND MATH DIS | TRICT | |
|------------------------|---|---------------------------------|-------------|-------|
| SUMMARY ENR | OLLMENT DATA | K-5 - FALL 2013 Middle School | High School | Total |
| LAST YEAR at 5/3/12 | | 88 | | |
| ORIGINAL SUDGET | | 2002 | | |
| DASHBOARD REPORT PSAD | BOARD MTG 9/25/12 | | | |
| ENROLLMENT - COUNT DAY | 10/3/12 | | | |
| | ENROLLMENT BY GRADE - COUNT DAY 10/3/12 | K-S - FALL 2013 Middle School | High School | Total |
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| GRADE | K-5 - Fall 2013 | Total for K-5 Fall 2013 |
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NOTE: FOR Middle School and High School - Submit report named "Count of Studentid" generated through PowerSchool, by Detroit 90/90 Central Office Staff.

| PSAD - UPSM Requ | ulred Reporting - G | GRADE TO GRAD | E TEACHER ATTR | ITION |
|-------------------|--|--------------------------------|----------------------------|---|
| UNIVERS | ITY PREP SCIEN | NCE AND MA | TH DISTRICT | |
| Building | # of Teachers @ end of 2011-12 school year | # of Teachers that left UPA | # of new Teachers hired | # of Teachers at start of school - Fal 2012 |
| K-5 -Fall 2013 | | | | |
| Miodle School | | | | |
| High School | | | | * |
| TOTAL | - | - | • | - |
| | | | | |
| Type of Employee | Number @ end of 2011-12 school year | Number that left UPA | # of new hires | Number at start of school - Fall 2012 |
| Principal | | | | • |
| Team Leaders | | | | 10 |
| Special Education | | | | • |
| Specialists | | | | • |
| Counselors | | | | - |
| Other Teaching | | | 10 | 120 |
| Other | • | ···· | | |
| TOTAL | | * * | • | |

The undersigned execute this Agreement as of the date set forth above.

PUBLIC SCHOOL ACADEMIES OF DETROIT, a Michigan nonprofit porporation

Bv:

Edward Parks, President

DETROIT 90/90, a Michigan nonprofit corporation

Dr. Glenda Price, President

BLOOMFIELD 38030-2 | 222807v1

- Section 3. <u>Compliance with the Contract</u>. Detroit 90/90 agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with PSAD's obligations under the Contract issued by the Authorizer. The provisions of the PSAD's Contract shall supersede any competing or conflicting provisions in this Agreement.
- Section 4. Relationship of the Parties. Detroit 90/90 is not a division or any part of PSAD. PSAD is not a division or any part of Detroit 90/90 and is a separate corporate and governmental entity authorized under the Code. The relationship between the parties was developed and entered into through arms-length negotiation and is based solely on the terms of this Agreement.
- Services under this Agreement, Detroit 90/90 (its officers, directors, employees, and designated agents) shall be regarded at all times as performing services as independent contractors of PSAD. No agent or employee of Detroit 90/90 shall be determined to be an agent or employee of PSAD, except as expressly acknowledged, if at all, in writing, by PSAD. Notwithstanding the foregoing, Detroit 90/90 and its staff are designated as agents of PSAD for the limited purpose of allowing them access to educational records under the Family Educational Rights and Privacy Act, 20 U.S.C. §1232(g), during the Term of this Agreement (defined below).

During the Term of this Agreement, PSAD may disclose confidential data and information to Detroit 90/90, and its respective officers, directors, employees and designated agents to the extent permitted by applicable law, including without limitation, the Individual with Disabilities Education Act ("IDEA"), 20 USC §1401 et seq., 34 CFR 300.610 -300.626; Section 504 of the Rehabilitation Act of 1973, 29 USC §794a, 34 CFR 104.36; the Michigan Mandatory Special Education Act, MCL 380.1701 et seq.; the American with Disabilities Act, 42 USC §12101 et seq.; the Health Insurance Portability and Accountability Act ("HIPAA"), 42 USC 1320d – 13200d-8; 45 CFR 160, 162 and 164; and social security numbers, as protected by the federal Privacy Act of 1974, 5 USC §552a; and the Michigan Social Security Number Privacy Act, MCL 445.84.

Detroit 90/90 will be solely responsible for its acts, the acts of its agents, employees, and those subcontractors who are contracted through Detroit 90/90.

- Section 6. No Related Parties or Common Control. The parties agree that none of the voting power of the governing body of PSAD or the Board will be vested in Detroit 90/90 or its directors, members, managers, officers, shareholders, or employees. Further, PSAD and Detroit 90/90 are not, and shall not become: (a) members of the same controlled group, as that term is defined in the Internal Revenue Code of 1986, as amended (the "IRS Code"); or (b) related persons, as that term is defined in the IRS Code.
- Section 7. <u>Teachers</u>. Teachers or staff employed or retained by Detroit 90/90 shall not be considered employees of PSAD or teachers for purposes of continuing tenure under MCL 38.71 et seq.
- Section 8. <u>Chief Executive Officer</u>. Detroit 90/90 shall identify and retain a Chief Executive Officer ("CEO") for UPA. PSAD and Detroit 90/90 understand that they will also

principals, agents or others under its employ, who are currently working to enter into a non-compete provision or agreement.

ARTICLE II Term

This Agreement shall be effective for a three (3) year period beginning July 1, 2012 and ending June 30, 2015 (the "Term"), subject to earlier termination under Article VI.

ARTICLE III Obligations of the Academy

- Section 1. <u>Good Faith Obligation</u>. PSAD shall exercise good faith in considering recommendations by Detroit 90/90 relative to the Educational Program.
- Section 2. <u>PSAD Funds</u>. The Board shall determine the depository of all funds received by PSAD including, but not limited to, the State School Aid and any Additional Revenue. All funds received by PSAD shall be deposited in PSAD's depository account. Signatories on the depository account shall be members of the Board or properly designated Board agents, which may include employees or agents of Detroit 90/90. All interest or investment earnings on PSAD deposits shall accrue to PSAD.
- Section 3. <u>Building Facilities.</u> PSAD shall provide reasonable access, at no cost, to the Building Facilities as described in the Contract to Detroit 90/90 for the provision of Services and the Educational Program.

ARTICLE IV Compensation and Reimbursement of Costs

Section 1. <u>Compensation for Services</u>. During the first year of the Term of this Agreement, the Board shall pay Detroit 90/90 an annual fee equal to eleven and two tenths percent (11.2%) of the total aid received by PSAD attributed to UPA from the state of Michigan, pursuant to the State School Aid Act of 1979, as amended, for the particular number of students enrolled in PSAD after deduction of the fee payable to Grand Valley State University pursuant to PSAD's Charter Contract (the "Fee"). Detroit 90/90 shall receive the Fee in twelve (12) installments of approximately equal monthly amounts beginning in July of each academic year and ending in the following June.

The parties agree that the Fee amount is reasonable compensation for the provision of the Services and Detroit 90/90's incurring of non-reimbursable expenses of the types and classifications, and in the amounts, set forth in Schedule A (the "Fee Budget"), as adjusted for each year of the Term. PSAD and Detroit 90/90 agree to make adjustments to the Fee as necessary because of factors such as differences in actual and projected enrollments, differences between actual and projected operating expenses and funding changes mandated by federal, state or municipal sources. At no time shall the Fee be less than \$850,000.00 annually or greater than \$1,700,000.00 annually. The Fee shall be Detroit 90/90's sole compensation under this Agreement. For each subsequent year of the Term of this Agreement, the Fee shall change based

If desired, PSAD may advance funds to Detroit 90/90 for such costs before such costs are incurred (rather than reimburse Detroit 90/90 after the expense is incurred). Detroit 90/90 shall provide to PSAD or the Board proper documentation and accounting of any advanced funds or reimbursement, and such accounting shall be periodically ratified by PSAD.

All items acquired with PSAD funds including, but not limited to, instructional materials, equipment, supplies, furniture, computers, and all other technology, shall be owned by and remain the property of PSAD.

Detroit 90/90 shall not obligate PSAD to any loan, financing arrangement, or lease whether or not in Detroit 90/90's name for the benefit of PSAD without the prior written approval of PSAD and in accordance with the Contract.

- Section 3. Review of Budget. Detroit 90/90 shall timely prepare and propose an annual budget and all appropriate amendments in accordance with applicable law for UPA and the Board's review and consideration.
- Section 4. <u>Procurement Policies</u>. The Board retains the obligation, as provided in Section 1274 of the Code, to adopt written policies governing the procurement of supplies, materials, and equipment to PSAD. Unless otherwise prohibited by law, Detroit 90/90 shall directly procure all supplies, materials, and equipment provided that Detroit 90/90 complies with Section 1274 of the Code, and the Board's written policies promulgated thereunder related to such items.

ARTICLE V Proprietary Information

- Section 1. <u>PSAD's Rights to Curriculum and Educational Materials</u>. PSAD shall own, without restriction, all proprietary rights to curriculum and educational materials used at UPA, including but not limited to such materials developed during the Term or paid for with PSAD funds.
- Section 2. <u>Detroit 90/90's Rights to Curriculum and Educational Materials</u>. Detroit 90/90 shall own, without restriction, all curriculum and educational materials, and all other proprietary information owned by, developed by or otherwise in the possession of Detroit 90/90, except as set forth in this Article.
- Section 3. <u>Non-Disclosure of Proprietary Information; Remedy for Breach.</u> Except as specifically required by the Code or the Michigan Freedom of Information Act, the proprietary information and materials of either party shall be held in strict confidence by the other party to this Agreement.

ARTICLE VI Termination

Section 1. <u>Termination by Detroit 90/90</u>. Detroit 90/90 may terminate this Agreement before the end of the Term in the event PSAD fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to, (a)

- Section 3. Revocation or Termination of Contract. If the Contract, as it relates to UPA only, issued by the Authorizer is revoked or terminated or a new charter contract is not issued or obtained, this Agreement shall automatically terminate on the same date as the Contract is revoked or terminated without further action of the parties, provided, however, that this Agreement will continue to remain in effect until the termination date set forth in Article II if (i) PSAD has entered into a subsequent contract with an authorizing body, and (ii) this Agreement has not been terminated pursuant to Article VI.
- Section 4. Change in Law. If any federal, state or local law or regulation, or court or administrative decision, or attorney general's opinion (collectively referred to in this Agreement as the "applicable laws") has a substantial and material adverse impact (as reasonably determined by the party suffering the impact) on the ability of the impacted party to carry out its obligations under this Agreement, then the impacted party, upon written notice, may request a renegotiation of this Agreement. If the parties are unable or unwilling to successfully renegotiate the terms of this Agreement within ninety (90) days after the notice, and after making good faith efforts which shall include, but not be limited to, the use of a third party arbitrator and/or alternative dispute resolution process, the impacted party may terminate this Agreement as of the end of the then-current academic year.
- In the event of any termination or expiration of this Section 5. Transition. Agreement, Detroit 90/90 shall provide PSAD reasonable assistance for up to ninety (90) days to assist in the orderly transition away from Detroit 90/90 as the educational management company, or to another educational management company, in whole or in part. Such reasonable assistance shall include but is not limited to the following: Detroit 90/90 shall make staff reasonably available to provide PSAD or Detroit 90/90's successor as educational management company with all information and access to such records and information necessary for the ongoing operation of UPA. Until the expiration of the transition period, Detroit 90/90 shall ensure that PSAD will have timely, reasonable access to all information, systems, electronic databases (including passcodes and electronic keys) necessary to ensure orderly transition including but not limited to the following, to the extent reasonably accessible by Detroit 90/90: all student records; school database and information systems; all free and reduced lunch records/reports; financial and facilities information, vendor subcontracts and other administrative records necessary for school management and operations.

Moreover, after any notice of termination is provided by either party, Detroit 90/90 shall not initiate contact with (i) the parents and legal guardians or students of PSAD directly or indirectly to promote or recruit enrollment for other schools other than PSAD; or (ii) any employee or independent contractor who currently works at or for the educational or administrative operation or management of UPA to hire or retain any employee or independent contractor of a person who currently works at or for the educational or administrative operation or management of UPA.

Moreover, after any notice of termination is provided by either party and until the effective date of termination of this Agreement, Detroit 90/90 shall undertake the following:

1, carry out its obligations under this Agreement in the ordinary course of business;

90/90 and all of its employees, officers, directors, subcontractors and agents, harmless against any and all claims, demands, suits or other forms of liability that may be caused by any negligent or intentional misconduct by PSAD, its officers, directors, employees, subcontractors and agents, or by any failure to act or any omission that causes harm to Detroit 90/90 arising out of this Agreement. In addition, to the extent permitted by law, PSAD shall reimburse Detroit 90/90 for all legal costs and reasonable attorney fees associated with the defense of any such claim, demand or suit. If desired, all or part of the indemnification obligations set forth in this Section 1, may be met by the purchase of insurance by PSAD.

- Section 2. <u>Immunities and Limitations</u>. PSAD may assert all privileges; immunities and statutory limitations of liability in connection with any claims arising under this Agreement.
- Section 3. <u>Indemnification of PSAD</u>. Detroit 90/90 shall indemnify and save and hold PSAD and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may be caused by any negligent or intentional misconduct by Detroit 90/90, its officers, directors, employees, subcontractors and agents, or by any failure to act or omission by Detroit 90/90 that causes harm to PSAD arising out of this Agreement. In addition, Detroit 90/90 shall reimburse PSAD for all legal costs and reasonable attorney fees associated with the defense of any such claim, demand or suit. If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by Detroit 90/90.
- Section 4. <u>Mutual Duty to Cooperate</u>. The parties acknowledge that each party has a duty and obligation to cooperate with the other party, and further that such duty to cooperate is a material part of this Agreement.
- Indemnification of the Authorizer. The parties acknowledge and agree that Section 5. the Grand Valley State University Board of Trustees, Grand Valley State University and its members, offices, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, offices, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board of Trustees' approval of PSAD's public school academy application, the University Board's consideration of or issuance of a Contract, PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by PSAD or Detroit 90/90, or which arises out of the failure of PSAD to perform its obligations under the Contract. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.

or UPSM, it shall not operate any other school or third party programs, including but not limited to a pre-K school, a public school, a private school, a public school academy, an urban high school academy, a trade school, or an institution of high learning, without the express written consent of PSAD and the Contract Administrator.

Section 6. Change in Control. Detroit 90/90 represents and warrants that it will not amend its articles of incorporation or bylaws without thirty (30) days written notice to PSAD of the proposed Detroit 90/90 amendment(s) to the articles of incorporation or bylaws. PSAD has ten (30) days to respond to the proposed amendment(s) before the proposed amendment(s) become effective. Detroit 90/90 understands and agrees that any amendments to its articles of incorporation or bylaws will not materially impact Detroit 90/90's ability to fulfill its obligations under this Agreement. Detroit 90/90 will provide PSAD and the Contact Administrator with a listing of its current directors, their board titles and their terms of office as of July 1, 2012. Detroit 90/90 will provide PSAD and the Contract Administrator with timely notice of any director resignations. Prior to the election of any new or replacement directors or appointment changes in board positions, Detroit 90/90 will provide PSAD and the Contract Administrator with timely notice of such pending appointments.

Section 7. Naming Rights and Intellectual Property. Detroit 90/90 represents and warrants that it shall not use, or apply for federal trademark status, UPA or UPSM names or marks or substantially similar names or marks in its operation or management of any other school. This includes but is not limited to "UPA," "University Prep." "University Preparatory," "University Preparatory Academy," "UPA," "UPREP," "Uprep," "University Prep Science & Math," and "UPSM," and Detroit 90/90 shall be prohibited from using any of the following: (i) any name containing "University Preparatory" followed by the word "Academy," the words "Science and "Math" or any name the acronym of which would be "UPA" or "UPSM"; and (ii) any name containing "University Prep" followed by the word "Academy," the words "Science and "Math" or any name the acronym of which would be "UPA" or "UPSM"; and (iii) "UPA", "UPSM" or "UPREP" or "Uprep" in any e-mail domains or web addresses; provided, however, that the term "Uprep" may be used as a shorthand or informal reference in marketing communications. Detroit 90/90

ARTICLE X Alternative Dispute Resolution

Section I. <u>Mediation</u>. Any and all disputes between the parties concerning any alleged breach of this Agreement or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement shall first be discussed informally between the parties. In the event that the parties cannot resolve their dispute, the matter shall be submitted to mediation for resolution in Wayne or Oakland County. Both parties must mutually agree upon the mediator selected and shall participate in all meetings in good faith. The mediation shall be conducted in accordance with the rules of the American Arbitration Association seated in Wayne or Oakland County, Michigan, with such variations as the parties and arbitrators unanimously accept. The parties will share equally in the costs of the mediation including forum fees, expenses and charges of the mediator.

Contract Administrator

P.O. Box 2349

Plymouth, MI 48170

with a copy to:

Peter H. Webster, Esq.

Dickinson Wright PLLC

2600 W. Big Beaver Road, Suite 300

Troy, MI 48084-3312

Detroit 90/90:

Detroit 90/90

c/o President

GIO Antoinette Street

Detroit, MI 48202

With a copy to:

Reginald M. Turner

Clark Hill PLC

500 Woodward Avenue, Suite 3500

Detroit, MI 48226-3435

Section 5. <u>Assignment</u>. This Agreement shall not be assigned (a) by Detroit 90/90, without prior consent of the Board, in writing, which consent shall not be unreasonably withheld; or (b) by PSAD, without the prior consent of Detroit 90/90, in writing, which consent shall not be unreasonably withheld and in a manner consistent with the Authorizer's educational management company policies.

Section 6. <u>Amendment; Effect of Headings</u>. This Agreement may only be amended in writing, signed by a duly authorized representative of each party and in a manner consistent with the Authorizer's educational management company policies. The underlined headings are included for convenience of the reader, and if the underlined headings are inconsistent with the other text the underlined text shall be disregarded.

Section 7. <u>Tax Exempt Financing</u>. If at any time PSAD determines that it is in the best interests of PSAD to obtain financing that is tax-exempt pursuant to the IRS Code, then the parties agree that this Agreement shall be automatically amended for the sole and limited purpose of compliance with Revenue Procedure 97-13. Any such automatic amendment shall be as limited as practicable, and the parties shall promptly execute a written agreement reflecting such amendment, but the failure of the parties to do so shall not affect the effectiveness of the automatic amendment referenced above.

Section 8. <u>Waiver</u>. No waiver of any portion of this Agreement shall be deemed or shall constitute a waiver of any other provision, nor shall such waiver constitute a continuing waiver unless otherwise expressly stated in writing.

Section 9. <u>Severability</u>. The invalidity of any portion or term of this Agreement shall not affect the remaining portions or terms of this Agreement. In the event a portion or a term of this Agreement is deemed invalid, the parties shall cooperatively work together to modify the

The undersigned execute this Agreement as of the date set forth above.

PUBLIC SCHOOL ACADEMIES OF DETROIT, a Michigan nonprofit corporation

Edward Parks, President

DETROIT 90/90, a Michigan nonprofit corporation

Dr. Genda Price, President

- 4. To the extent permitted under the Code and Contract, and with the approval of the Board, PSAD may charge fees to students for extra services, such as summer and after-school programs, athletics, etc., and charge non-PSAD students who participate in such programs;
- 5. All funds, other consideration, or property purchased with such funds, received by PSAD, or Detroit 90/90 on behalf of PSAD, from such other revenue sources (generally, the "Additional Revenue") shall inure to, and be the deemed property of, PSAD.
- 6. Detroit 90/90 shall provide bimonthly reports to PSAD regarding any grant requests for applications, grant application or grant administration status relating to grants or grant applications relating to UPA.
- G. Detroit 90/90 may subcontract, with the prior written approval of PSAD, which approval shall not unreasonably be withheld, any and all aspects of the Services, including, but not limited to, food service. However, Detroit 90/90 shall not mark up any costs related to providing the Services.
- H. Detroit 90/90 agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with PSAD's obligations under its Contract issued by Grand Valley State University Board of Trustees. The provisions of PSAD's Contract shall supersede any competing or conflicting provisions contained in this Agreement.
- 1. Detroit 90/90 shall timely provide reasonably requested or expected information to the Board on a monthly basis, or upon the Board's reasonable request, to enable the Board to monitor Detroit 90/90's performance under this Agreement.
- J. Detroit 90/90 shall implement pupil performance evaluations consistent with the Educational Program, which permit evaluation of the educational progress of each PSAD student. Detroit 90/90 shall be responsible for and accountable to the Board for the performance of students who attend PSAD and shall meet the educational performance requirements of the Contract and any lease provision entered into by PSAD for the UPA facilities. At a minimum, Detroit 90/90 shall utilize assessment strategies required by the Educational Program and the Authorizer. PSAD and Detroit 90/90 will cooperate in good faith to identify other measures of and goals for students and school performance. Such other measures of and goals for students and school performance shall be initially identified in a signed writing by the parties and the Contract Administrator by September 10, 2012 and shall be included as **Schedule B** to this Agreement.
- K. Detroit 90/90 shall plan and supervise special education services to students who attend UPA. Detroit 90/90 may subcontract these services if it determines that it is necessary and appropriate for the provision of services to students with special needs, or if instruction cannot be met within UPA's program. Such services shall be provided in a manner that complies with applicable laws.

1. Each health care benefits plan, including, but not limited to, medical, dental, vision, disability, long-term care, or any other type of benefits that would constitute health care services, offered to any employee at the Academy.

The PSAD audit report conducted for the most recent fiscal year for which it is

available.

3. The bids required under section 5 of the public employee health benefits act, 2007 PA 106, MCL 124.75.

4. The total salary and a description and cost of each fringe benefit included in the compensation package for the superintendent of the district and for each employee of the district whose salary exceeds \$100,000.00.

5. The annual amount spent on dues paid to associations.

- 6. The annual amount spent on lobbying or lobbying services. As used in this subdivision, "lobbying" means that term as defined in section 5 of 1978 PA 472, MCL 4415
- 7. All of the same information that a school district is required to disclose under section 18(2) of the state school aid act of 1979, MCL 388.1618, for the most recent school fiscal year for which that information is available, and make all of such information available through a link on the UPA website homepage, in a form and manner prescribed by the Michigan Department of Education.

HUMAN RESOURCES SERVICES TO BE PROVIDED BY DETROIT 90/90, LLC

- Q. Detroit 90/90 shall recommend staffing levels, and select, evaluate, assign, discipline and transfer personnel, consistent with applicable laws, and consistent with the parameters adopted and included within the Educational Program.
- R. Detroit 90/90 shall provide PSAD with such teachers, qualified in the applicable grade levels and subjects approved by the Board and consistent with the Contract. Detroit 90/90 shall ensure that the curriculum taught by PSAD's teachers is the curriculum set forth in the Contract. Such teachers may also provide instruction at PSAD on a full or part time basis. If assigned to PSAD on a part-time basis, such teachers may also provide instruction at another institution, or other locations approved by Detroit 90/90. Each teacher assigned or retained to PSAD shall hold a valid teaching certificate issued by the State Board of Education under the Code, to the extent required under the Code and all other requirements as established by the Michigan Department of Education, the Authorizer, and state and federal law.
- S. Detroit 90/90 shall work to provide PSAD with support staff, qualified in the areas required. The parties anticipate that such support staff may include clerical staff, administrative assistants and director, bookkeeping staff, maintenance personnel, and the like.
- T. Detroit 90/90 shall pay its portion of social security, unemployment, and any other taxes required by law to be paid on behalf of its employees assigned to PSAD and hold PSAD harmless from same. Unless required by applicable laws, Detroit 90/90 shall not make payments

SCHEDULE A

See attached.

SCHEDULE B

[insert educational performance goals]

BLOOMFIELD 38030-3 1198057v8

Detroit 90/90 College Ready Goals

- · All graduates will have the drive and motivation to achieve their college, career and life goals.
- All graduates will have the focus and self-discipline necessary to follow their life plan and avoid unnecessary distraction.
- All graduates will have the resilience to rebound from difficulties and persist through challenges.
- All graduates will have the confidence to navigate college, know their learning needs and advocate for them.
- All graduates will have the Habits of Work—Collaboration and Citizenship, Organization, Grit and Tenacity,
- Time Management, Self-Management—essential to success and in demand in the workplace.
- All graduates will have significant strong and enduring relationships with caring adults so that they have an anchor and a resource to call upon when they need support.
 - Detroit 90/90 will develop and maintain tracking procedures to assist in measuring college readiness including tracking graduates 2 years in post-secondary education. Such measures will be reported to PSAD on no less than an annual basis.

Detroit 90/90 Performance Metrics

For the high schools:

- 90% of the freshman high school class entering the high schools each year shall graduate within
 four years as measured by the Michigan Department of Education graduation rate formula. In applying
 the four year measurement test, a very limited exception will be made for certain students not entering
 the high school in the ninth grade.
- 90% of the students who graduate each year shall attend college, other post-secondary studies or enlist in the military.
- Average daily attendance rate for students shall be at least 90% for each school year.
- University Prep Schools agree to set a goal of a 21 composite ACT score by the 11th grade administration of the MME. Progress toward that goal will be measured student—by-student using an agreed upon measure of "reasonable growth," such as the ACT's analysis of such.
- At least 90% of the parents of students enrolled in the high schools shall attend the scheduled learning conferences each school year.
- The enrollment of the incoming freshman class for every year for each of UPA and UPSM shall be 100 or more students.

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1 of 3

PSAD - UPA Required Reporting - ENROLLMENT SUMMARY

| | UNIVERSITY PE | REPATORY | ACADEMY | DISTRICT | | | | | | |
|------------------------|----------------------------|-------------------------|-------------------------|--------------------------------------|--|----------------------|----------------------|----------------------|--------------------------------|-------------------------|
| SUMMARY ENRO | LLMENT DATA | K-S - Ellen Thompson | X-5 ⊴ Mark Murray | Middle School | High School | Total | - | | | |
| AST YEAR at 5/3/12 | | | | | | 4 | | | | |
| RIGINAL BUDGET | | | | | | • | | | | |
| ASHBOARD REPORT - PSAD | BOARD MTG 9/25/12 | | | | | | | | | |
| NFOLLMENT COUNT DAY | 10/3/12 | | | | | | | | | |
| | | | | | | | | | | |
| | E | NROLLMENT | BY GRADE | - COUNT DA | AY 10/3/12 | <u> </u> | } | | | |
| | K | | | 3.7 | | | | | | |
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| | 12 | | | | | | • | | | |
| | TOTAL | - | <u>.</u> | | | | • | | | |
| | | ndividual (| lassroom | Student Si | ze - COU | NT DAY 1 | 0/3/12 | | | |
| GRADE K-S - Ellen Tho | Mpson K-5 - Ellen Thompson | K-5 - Ellen Thompson | K-5 - Ellen Thompson | Total for K-5 - Ellen Thompson | K-5 = Mark Murray | K-5 - Mark Murray | K-S - Mark Murray | K-5 - Mark Murray | Total for K-5 - Mark Murray | Total for Both K-5's |
| к | | 1 | <u> </u> | · | <u>. </u> | | I | L | 20 | \$1 |
| î | | | | 100 | | | | | | ** |
| 2 | | | | | | | | | | |
| • | | | | | | | | | | |

NOTE: FOR Middle School and High School - Submit report named "Count of Studentid" generated through PowerSchool, by Detroit 90/90 Central Office Staff.

PSAD - UPA Required Reporting - GRADE TO GRADE TEACHER ATTRITION

| | | | | 1) |
|---------------------|--|--------------------------------|----------------------------|--|
| Building | # of Teachers @ end of 2011-12 school year | # of Teachers that left UPA | # of new Teachers hired | # of Teachers at start of school - Fall 2012 |
| K-5 -Ellen Thompson | | | | |
| K-5 - Mark Murray | | | | - |
| Middle School | | | | - |
| High School | | | | - |
| TOTAL | • | • | • | - |
| | | | | |
| Type of Employee | Number @ end of 2011-12 school year | Number that left UPA | # of new hires | Number at start of school - Fall 2012 |
| Principal | | | | - |
| Team Leaders | | | | |
| Special Education | | | | • |
| Specialists | | | | • |
| Counselors | | | | |

Other Teaching

TOTAL

Other

| | | | # of Students on Count day 10/3/12 next grade up | | | | ٠ | ٠ | 9 | 8) | Ŷ | 62 | Yay | • | , | • | 17 | 2 | |
|---|---|----------------------|--|-------|----|----|----|---|---|-------------------------------------|---|----|--|----|-----|-----|------|-------|----------------------|
| | | BUILDINGS | a of new students enrolled | | 20 | ٠ | ij | ٠ | 8 | ** | ٠ | ٠ | | • | • | ٠ | 1021 | · | |
| | | ALL SCHOOL BUILDINGS | students that teft UPA | | 55 | 17 | • | | 8 | 80 | | | | 9 | 101 | | 65 | | 9 9 |
| RITION | | | A of Students (a) end of school year 6/30/12 | | 40 | | | ě | 0 | * | | | • | • | * | 6.0 | | | · · |
| NT ATT | | | # of Students on Count day 10/3/12 next grade up | | | | | | | | | | FOR EKGHTH GRADE BELOW, USE UPSM MIddle School | ¥) | | | 9 | | |
| STUDE | TRICT | High School | # of new students enrolled | | | | | | | | | | v, use upsm | | | | | | |
| RADE | VTH DIS | High | # of Students that left UPA | | | | | | | | | | GRADE BELOV | | | | | ** | |
| E TO G | ND MA | | # of Students @ end of school year 6/30/12 | | | | | | | | | | FOR EIGHTH | | | | | | From other grades |
| PSAD - UPSM Required Reporting - GRADE TO GRADE STUDENT ATTRITION | UNIVERSITY PREP SCIENCE AND MATH DISTRICT | | n of Students on Count day. 10/3/12 next grade up | | | | | | | PSM K-5 | • | | 0.50 | | | | | | From 8th grade |
| orting | PREP S | Middle School | # of new students enrolled | | | | | | | FOR SIXTH GRADE BELOW, USE UPSM K-5 | | | | | | | | | From 5th grade |
| ed Rep | RSITY | Middle | # of Students that left UPA | | | | | | | TH GRADE 8 | | | | | | | | | |
| Require | UNIVE | | # of Students @ end of school year - 6/30/12 | | | | | | | FOR SIX | | | | | | | | A. | |
| UPSM | | | # of Students on Count day- 10/x/13 | | | | ž | • | 8 | 8 | | | | | | | | + | |
| SAD- | | K-5 - Fall 2013 | a of new students enrolled | | | | | | | | | | | | | | | | |
| | | K.S. F | # of Students that left UPA | | | | | | | | | | | | | | | | |
| | | | e of Students e end of school year - 6/30/13 | | | | | | | | | | | | | | | | |
| | | | | GRADE | ¥ | - | ~ | • | 4 | ~ | • | , | • | • | 9 | = | 2 | TOTAL | |

INDEPENDENT CONTRACTOR AGREEMENT AMENDMENT

This Independent Contractor Agreement Amendment (the "Amendment") is made effective as of September 10, 2012 by and between **DETROIT 90/90**, **LLC**, a Michigan nonprofit corporation ("Detroit 90/90") and **THE PUBLIC SCHOOL ACADEMIES OF DETROIT**, a Michigan public school academy (the "PSAD") formed under Part 6c of the Revised School Code, Public Act 451 of 1976 (the "Code"), as amended.

THEREFORE, the parties agree as follows:

PSAD is an urban high school academy organized under the Code. PSAD has been issued a contract (the "Contract") by GRAND VALLEY STATE UNIVERSITY BOARD OF TRUSTEES (the "Authorizer") to organize and operate one or more urban high school academies.

PSAD and Detroit 90/90 entered into an Independent Contractor Agreement dated July 1, 2012 (the "UPA-ICA") to deliver systems of educational excellence and services to PSAD and its University Preparatory Academy urban high school academy ("UPA").

PSAD and Detroit 90/90 desire to amend the UPA-ICA.

NOW THEREFORE, in consideration of the premises and the mutual covenants and agreements herein set forth, and for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree to amend the UPA-ICA, as follows:

1. Paragraph J of Exhibit A shall be amended by restating the paragraph in its entirety as follows:

Detroit 90/90 shall implement pupil performance evaluations consistent with the Educational Program, which permit evaluation of the educational progress of each PSAD student. Detroit 90/90 shall be responsible for and accountable to the Board for the performance of students who attend PSAD and shall meet the educational performance requirements of the Contract and any lease provision entered into by PSAD for the UPA facilities. At a minimum, Detroit 90/90 shall utilize assessment strategies required by the Educational Program and the Authorizer. PSAD and Detroit 90/90 will cooperate in good faith to identify other measures of and goals for students and school performance. Such other measures of and goals for students and school performance shall be initially identified in a signed writing by the parties and the Contract Administrator by November 1, 2012 and shall be included as Schedule B to the Independent Contract Agreement.

[Signature Page Follows]

AMENDED AND RESTATED MANAGEMENT AGREEMENT BETWEEN CREATIVE URBAN EDUCATION AND THE PUBLIC SCHOOL ACADEMIES OF DETROIT

This Amended and Restated Educational Management Company Agreement ("Agreement") is made and entered into as of the 16 day of June, 2010 by and between Creative Urban Education, Inc., a Michigan non-profit corporation ("CUE"), and the Public School Academies of Detroit, a Michigan non-profit corporation (the "PSAD").

The following is a recital of facts underlying this Agreement:

The PSAD is organized to operate urban high school academies in Detroit pursuant to the Michigan Revised School Code, Part 6C (the "Code"). The PSAD has been issued a contract, as defined in the Code (the "Contract"), by the Board of Trustees of Grand Valley State University (the "Authorizer Board") on December 14, 2007, as amended, to organize and operate urban high school academies.

CUE is a nonprofit corporation founded with the purpose of bringing a new model of urban schools to the state of Michigan.

The PSAD and CUE desire to create an enduring educational partnership, whereby the PSAD and CUE will work together to bring educational excellence and innovation to one of the PSAD urban high school academies, The Henry Ford Academy: School for Creative Studies ("HFA:SCS"), based on CUE's school design and capacity to implicate the comprehensive educational program.

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To pursue this purpose, the parties management and operation.

PSAD and CUE are parties to the Mand CUE wish to amend and restate the terwith the terms below.

Therefore, it is mutually agreed as foll

AR1 CONTRACTING

A Authority. The PSAD is authorized provision of educational management services. by the Authorizer Board to organize and operate therefore authorized by the Authorizer Board to invested with the powers set forth under the contemplated in this Agreement. Notwithstanding anything to the contrary in this Agreement, the PSAD's Board of Directors ("PSAD Board"), pursuant to the Code and in accordance with

- B. Educational Program. Consistent with the Code, the Contract and the HFA:SCS Goals (as defined in Section G of this Article III), the educational program(s) and program(s) of instruction (collectively, the "Educational Program") provided by CUE at the HFA:SCS may be adapted and modified by CUE from time to time, it being understood that an essential principle of this Educational Program is its flexibility, adaptability and capacity to change in the interest of continuous improvement and efficiency, and that PSAD and CUE are interested in results and not inflexible prescriptions; provided that any modification must be consistent with the Contract and any substantial changes to the Educational Program may require a Contract amendment. The PSAD Board, including its Contract Administrator, shall be consulted before any substantial adaptation or modification to the Educational Program. Where the Code requires PSAD action in connection with the Educational Program, CUE shall advise the PSAD Board, including its Contract Administrator, that such action is required and shall, consistent with the terms of this Agreement, carry out the direction of the PSAD Board.
- C. Specific Functions. CUE shall be responsible for the HFA:SCS's management, operation, administration and Education Program. Such functions include, but are not limited to:
 - Implementation and administration of the Educational Program, including the selection and acquisition of instructional materials, equipment and supplies, and the administration of any and all extra-and co-curricular activities and programs approved by the PSAD Board;
 - 2. Management of all personnel functions, including professional development for the School Administrator and all instructional personnel and the personnel functions outlined in Article VI;
 - Operation of the Subleased Premises (defined hereafter) and the installation of technology integral to school design;
 - 4. All aspects of the HFA:SCS's business administration, including but not limited to, the administration of HFA:SCS's financial and bank accounts and the transfer of funds from such accounts for the payment of costs as provided in this Agreement until CUE establishes a dedicated bank account pursuant to Article V, Section M; and
 - 5. Any other function necessary or expedient for the HFA:SCS's administration.
- D. <u>Subcontracts</u>. CUE reserves the right to subcontract any and all aspects of services it agrees to provide to the HFA:SCS. However, CUE shall not subcontract the management, oversight or operation of the teaching and instructional program, except as specifically permitted in this Agreement or with the PSAD Board's prior written approval. Henry Ford Learning Institute ("HFLI") will provide to CUE services related to curriculum, technology, and all other services consistent with HFLI's rights and duties under the Education Network Services Agreement to be executed by CUE and HFLI (the "HFLI Network Services Agreement"). Without limiting CUE's rights under this section, CUE may subcontract to HFLI the development, creation, and modification of curricula, technology and procedures to be recommended for HFA:SCS. The total amount charged by CUE to PSAD for such services and

- LLC. a Michigan limited liability company (the "Master Tenant") located at 465-485 West Milwaukee, Detroit Michigan 48202 (the "Building Sublease"). TEF-SIX will also sublease the gymnasium from Master Tenant to be constructed adjacent to the Argonaut Building and CUE will sublease such gymnasium from TEF-SIX (the "Gymnasium Sublease"). The building and gymnasium are collectively referred to as the "Subleased Premises." TEF-SIX is a single member limited liability company whose single member is the Contract Administrator. The Contract Administrator will provide a limited guaranty of TEF-SIX's obligations under the Building Sublease. TEF-SIX will sublease the Subleased Premises to CUE and CUE is obligated, pursuant to Article III, Section N below, to provide the Subleased Premises to the PSAD for the operation of the HFA:SCS's middle school and high school grades.
- N. Right of Entry. Pursuant to Article III, Section M, of this Agreement, CUE grants to PSAD and its agents, board members, employees, invitees, and students, unconditional permission for the Term of this Agreement to enter upon and use the Subleased Premises for the operation of the HFA:SCS for all purposes contemplated by the Contract issued by the Authorizer Board, including permission to bring upon the Subleased Premises any and all materials, supplies and furniture required to operate the HFA:SCS, and to conduct educational activities on the Subleased Premises, including without limitation, any and all activities which are principal, ancillary, customary and incidental to operating a public school; provided, however, that if the Gymnasium Sublease terminates before this Agreement terminates, PSAD's right of entry to the gymnasium likewise terminates. CUE shall not charge PSAD any License or Right of Entry Fee. The operation of all school activities shall be done in accordance with all applicable laws, this Agreement, and the Contract.

ARTICLE IV

OBLIGATIONS OF THE PSAD BOARD

The PSAD Board shall exercise good faith in considering the recommendations of CUE including, but not limited to, CUE's recommendations concerning policies, rules, regulations, procedures, curriculum, and budgets.

ARTICLE V COMPENSATION FOR SERVICES

A. <u>Compensation for Services</u>. PSAD agrees that CUE shall be entitled to an annual lee for services provided each academic year under this Agreement, in accordance with the fee schedule set forth on the attached <u>Exhibit A</u> ("Management Fee"). During any academic year, CUE may irrevocably waive any or all of the Management Fee at its sole option. Payment or waiver of the Management Fee will not preclude the payment of Additional Compensation by PSAD if additional compensation is permitted or specified elsewhere in this Agreement or in any other agreements between the parties. "Additional Compensation" means additional funds paid by PSAD to CUE, or funds collected by PSAD and remitted to CUE, for services or programs conducted by CUE. Additional Compensation does not include funds to cover CUE's costs or expenses in conducting such services or programs, nor does it include the amount of funds collected directly by CUE from users of, or participants in, such services or programs. In no event will the Additional Compensation paid by PSAD to CUE in an academic year exceed 25% of the Management Fee for that same academic year.

that none of the voting power or the governing body of PSAD will be vested in CUE or its directors, members, managers, officers, shareholders and employees, and PSAD and CUE will not be related parties as defined in Treas. Reg. § 1.150-1 (b).

- G. Other Revenue Sources. To supplement and enhance the state school aid payments, and improve the quality of education at the HFA:SCS, PSAD and CUE shall endeavor to obtain revenue from other sources. In this regard:
 - PSAD may solicit and receive grants, and donations consistent with the HFA:SCS's mission;
 - 2. PSAD and/or CUE may apply for and receive grant money, in the name of CUE or PSAD;
 - To the extent permitted under the Code and the Contract, CUE may, with the prior approval of the PSAD board, charge and retain fees from (a) HFA:SCS students for extra services such as summer programs and (b) non-HFA:SCS students and others who participate in programs or services provided by CUE. To the extent any such fees are paid directly to PSAD, PSAD will promptly remit such fees to CUE. The amount of such fees remitted by PSAD to CUE, less CUE's costs and expenses in providing the additional programs or services, will be considered Additional Compensation as defined in Paragraph A of this Article; and
 - 4. Except for fees described in paragraph 3 above, all funds received by PSAD or by CUE on PSAD's behalf from such other revenue sources shall inure to and be deemed PSAD's property.
- H. Start-up Funds. CUE and the PSAD Board shall, in good faith, work together to identify and agree upon funding sources to be used to cover the HFA:SCS's start-up costs. The parties acknowledge that such costs may include expenses related to the development of a curriculum, technology system and school operations plan; recruiting, selecting and pre-service training of staff members; purchasing of instructional materials and supplies and other materials deemed necessary to initiate the Educational Program. CUE and the PSAD Board agree that start-up costs that are incurred prior to July 1, 2009 will be paid by CUE using funds from the MDE grant received by CUE and PSAD and funds raised by CUE from other sources. If other start-up funds are received by PSAD before July 1, 2009, the PSAD Board must approve the use of such funds for start-up costs. Start-up costs incurred on or after July 1, 2009 will be made a part of the budget submitted for the PSAD Board's approval.
- 1. Other Public School Academies. PSAD acknowledges that CUE may enter into similar management agreements with other public school academies or traditional public schools in the future. CUE shall separately account for reimbursable expenses incurred on the HFA:SCS's behalf and other public school academies, and only charge PSAD for expenses incurred on the HFA:SCS's behalf. If CUE incurs reimbursable expenses on the HFA:SCS's behalf and other public school academies which are incapable of precise allocation between such academies. the CUE shall allocate such expenses among all such academies, including the

maintained in the CUE HFA:SCS Trust Account. Only CUE agents will be authorized signatories to the CUE HFA:SCS Trust Account, and no PSAD Board agent shall be a signatory to the CUE HFA:SCS Trust Account. PSAD and CUE will coordinate efforts to have funds transferred by wire transfer or other means from the HFA:SCS Accounts to the CUE HFA:SCS Trust Account to enable CUE to draw funds from the CUE HFA:SCS Trust Account to fund school operations consistent with the approved budget as amended. PSAD's payment of the Management Fee and Additional Compensation shall be made to CUE's corporate accounts and not the CUE HFA:SCS Trust Account. The funds held on deposit by CUE in its CUE HFA:SCS Trust Account shall be PSAD property, and CUE shall make the account records for the CUE HFA:SCS Trust Account available immediately on request by PSAD.

ARTICLE VI PERSONNEL & TRAINING

- A. <u>Personnel Responsibility</u>. Subject to the Contract, CUE shall have the sole responsibility and authority to select, hire, evaluate, assign, discipline and transfer personnel, consistent with state and federal law.
- B. School Administrator. Because the accountability of CUE to PSAD is an essential foundation of this partnership, and because the responsibility of the School Administrator of the HFA:SCS is critical to its success, CUE will have the authority, consistent with state law, to select and supervise the School Administrator and to hold him or her accountable for the HFA:SCS's success. The employment expectations of the School Administrator, and the duties and compensation of the School Administrator, shall be determined by CUE. The School Administrator and CUE, in turn, will have similar authority to select and hold accountable the teachers and other staff at HFA:SCS.
- C. Teachers. CUE shall provide the HFA:SCS with such teachers, qualified in the grade levels and subjects required, as are required by PSAD; provided that the hiring of such teachers will be in accordance with the approved budgeted line item. The curriculum taught by such teachers will be the curriculum agreed upon by the PSAD Board and CUE, consistent with the Contract. Such teachers may, in CUE's discretion, work at the HFA:SCS on a full or part time basis. If assigned to the HFA:SCS on a part time basis, such teachers may also work at other schools operated by CUE in the future. Each teacher assigned to the HFA:SCS shall hold a valid teaching certificate issued by the state board of education under the Code, to the extent required under the Code.
- D. Support Staff. CUE shall provide the HFA:SCS with such support staff, qualified in the areas required, as are required by PSAD; provided that the hiring of such support staff will be in accordance with the approved budgeted line item. Such support staff may, in CUE's discretion work at the HFA:SCS on a full or part time basis. If assigned to the HFA:SCS on a part time basis, such support staff may also work at other schools operated by CUE in the future.
- E. <u>Training</u>. CUE shall provide training in its methods, curriculum, program, and technology, to all teaching personnel, on a regular and continuous basis. Non-instructional personnel shall receive such training as CUE determines as reasonable and necessary under the circumstances.

ARTICLE IX INDEMNIFICATION

- A. <u>Indemnification of PSAD</u>. CUE shall indemnify and save and hold PSAD and all of its employees (if any), officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any noncompliance by CUE with any agreement, covenants, warranties or undertakings of CUE contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of CUE contained in or made pursuant to this Agreement. In addition, CUE shall reimburse PSAD for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to PSAD.
- B. Indemnification of CUE. To the extent permitted under applicable law, PSAD shall indemnify and save and hold CUE and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any claim that this Agreement or any part there of is in violation of law; any noncompliance by PSAD with any agreements, covenants, warranties or undertakings of PSAD contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of PSAD contained in or made pursuant to this Agreement. In addition, PSAD shall reimburse CUE for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to CUE.
- C. Inability to Open School. Should either party fail to perform the obligations of this Agreement prior to the beginning of the first academic year contemplated under this Agreement, it shall hold the other harmless for the reasonable expenses incurred by that party in preparing for the opening of school operations, provided that such other party has substantially fulfilled all its obligations necessary to the performance, including but not limited to securing such waivers as may be necessary for CUE to be in operation and approving CUE's recommendation for selection of the HFA:SCS's school personnel.
- D. <u>Indemnification for Negligence</u>. Each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party, its trustees, directors, officers, employees, agents, or representatives.
- E. Indemnification of Grand Valley State University. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and

not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the PSAD or CUE, or which arise out of the failure of the PSAD to perform its obligations under the Contract issued to the PSAD by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.

ARTICLE X INSURANCE

- A. <u>Insurance Coverage</u>. PSAD shall secure and maintain the normal general liability and umbrella insurance coverage's in the amounts required by the Contract, with CUE listed as an additional insured.
- B. <u>Workers' Compensation Insurance</u>. Each party shall maintain workers' compensation insurance as required by law, covering their respective employees.
- C. Cooperation. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article. Each party shall comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE XI WARRANTIES AND REPRESENTATIONS

Each party represents that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that its actions have been duly and validly authorized, and that it will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE XII ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

Any and all disputes between the parties, concerning any alleged breach of this Agreement, or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement, shall be resolved first, by authorized representatives of PSAD and CUE. Second, if the good faith attempt of the parties to resolve the dispute is unsuccessful, the parties will seek mediation with the selected mediator approved by both parties and costs shared equally. And third, if mediation is unsuccessful or extends beyond ninety days from the parties' initial meeting to resolve the matter, by arbitration, which, at this point shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three persons, one person selected by the PSAD Board, one person selected by CUE and one person selected by the other

- G. Non-Waiver. The failure of a party in exercising any right, power or privilege under this Agreement shall not affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the parties under this Agreement are cumulative and not exclusive of any rights or remedies which any of them may otherwise have.
- H. Governing Law. This Agreement shall be governed by and enforced in accordance with the laws of the state of Michigan.

EXHIBIT A

MANAGEMENT FEE

| Year | Annual Management Fee | HFLI Services Agreement Cost Component of the Annual Management Fee |
|---------|---|---|
| 2009-10 | \$40,000 plus HFLI Services Agreement Cost Component | |
| 2010-11 | \$70,000 plus HFL1 Services Agreement Cost Component | \$194,750 |
| 2011-12 | \$85,000 plus HFLI Services Agreement Cost Component | \$245,000 |
| 2012-13 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 |
| 2013-14 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment* |
| 2014-15 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |
| 2015-16 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |
| 2016-17 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |
| 2017-18 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |

^{* &}quot;CPI Adjustment" means the product of \$320,000 and a fraction, the numerator of which is the CPI as of September of the school year in question less the CPI as of September 2012, and the denominator of which is the CPI as of September 2012. "CPI" means the Revised Consumer Price Index All Urban Consumers (All Items) for Detroit, Michigan (1982-1984 = 100). Notwithstanding the foregoing, in no event shall the HFLI Services Agreement Cost Component of the Annual Management Fee for any school year be more than 5% greater than the HFLI Services Agreement Cost Component of the Annual Management Fee for the immediately preceding year.

EXHIBIT B

Early Termination Based on Failure to Meet Educational Standards. If (i) CUE fails to meet in any school year during the Term any one or more of the standards relating to its operation of the HFA.SCS located within the Subleased Premises set forth in A, B or C below (those performance standard(s) which CUE fails to meet in such school year are collectively referred to herein as the "Failed Standards"), (ii) TEF-SIX, LLC, within thirty (30) days after it has been determined that CUE failed to meet such Failed Standards, gives CUE written notice that the Building Sublease will terminate if CUE fails to meet in the immediately succeeding school year any of the Failed Standards, and (iii) CUE fails to meet in such subsequent school year any of the Failed Standards (the "Second Failure"), the Building Sublease shall terminate effective as of the end of the school year in which the Second Failure occurs unless TEF-SIX, LLC otherwise revokes such termination:

A. Graduation Rate:

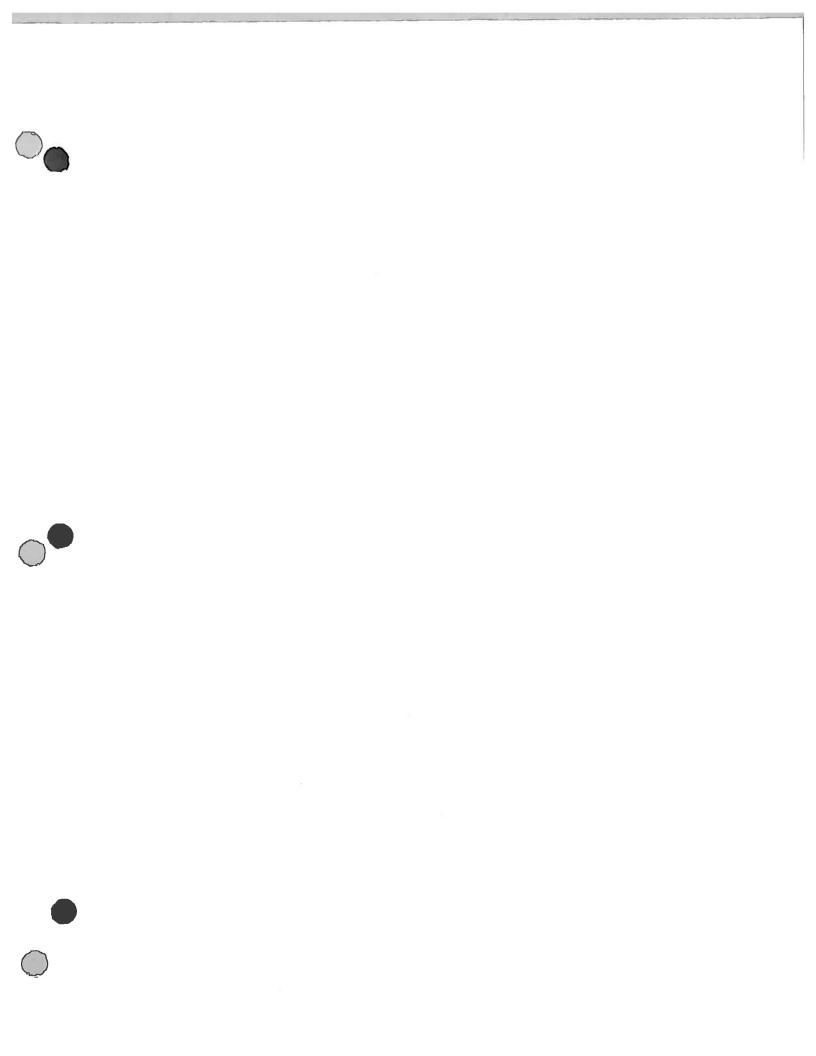
- 1. 80% of the freshman students entering the high school in the fall of 2009 shall graduate from the high school in June of 2013 or earlier;
- 2. 83.33% of the freshman students entering the high school in the fall of 2010 shall graduate from the high school in June of 2014 or earlier;
- 3. 86.67% of the freshman students entering the high school in the fall of 2011 shall graduate from the high school in June of 2015 or earlier;
- 4. 90% of the freshman students entering the high school in the fall of 2012 shall graduate from the high school in 2016 or earlier; and
- With respect to any school year following the school year that began in the fall of 2012, either (a) 90% of the freshman students entering the high school in such school year shall graduate from the high school in four (4) years or earlier or (b) the average annual graduation rate (e.g., the percentage of students who graduate from the high school in four years or earlier) for such school year and the two immediately preceding school years is at least 90%;

B. Re-enrollment Rate:

1. For every freshman class subsequent to the class of 2009, the enrollment rate for the following school year and each year thereafter shall be at a rate such that the graduation rates specified in this subsection A above can be mathematically obtained; and

C. Post-Secondary Education Rate:

- 1. 80% of the graduates of the class of 2013 shall enroll in college or other post-secondary studies;
- 2. 83.3% of the graduates in the class of 2014 shall enroll in college or other post-secondary studies;



to provide all functions relating to the provision of educational services and the management and operation of the HFA:SCS as further set forth or limited herein.

C. Status of the Parties. CUE is a nonprofit corporation, organized and existing under the laws of the state of Michigan, and is not a division or a part of the PSAD. The PSAD is a nonprofit corporation, organized and existing under the laws of the state of Michigan. Pursuant to Code, the PSAD is a body corporate and governmental agency of the State of Michigan, and is not division or part of CUE. The relationship between CUE and the PSAD is based solely on the terms of this Agreement, and the terms of any other agreements between them. In performing its duties under this Agreement, it is mutually understood and agreed that CUE shall at all times be acting and performing as an independent contractor. Nothing in this Agreement is intended to create an employer/employee relationship, partnership or joint venture relationship between the parties.

ARTICLE II TERM

- A. Term. The term of this Agreement (the "Term") shall commence on July 1, 2009 or the corresponding commencement date of the term for HFA:SCS identified in the Contract, whichever is earlier, ("Commencement Date") and end on June 30, 2018, unless earlier terminated or further extended in accordance with this Agreement. For purposes of this Agreement, "academic year" or "school year" shall mean the fiscal year beginning July 1 and ending June 30 of the following year.
- B. <u>Renewal</u>. This Agreement will be eligible for renewal at the time the Contract is eligible for renewal. In the event of renewal, the Management Fee will be reviewed and may be revised, subject to the written approval of PSAD and CUE.

ARTICLE III CUE FUNCTIONS AND RESPONSIBILITIES

- A. Responsibility. CUE shall be responsible and accountable to the PSAD Board and its Contract Administrator for the HFA:SCS's administration, operation and performance. On and after the Commencement Date, CUE shall be responsible for the HFA:SCS's day-to-day management and shall undertake such responsibilities in good faith and in the HFA:SCS's best interests. CUE is granted such power and authority on PSAD's behalf that is reasonably necessary or appropriate to perform its obligations under this Agreement, subject to the express limitations stated in this Agreement, the Code, and the Contract. Except as expressly stated herein, the descriptions of CUE's power and authority stated in this Article III are not intended to limit or restrict other powers and authority which may be necessary or appropriate for CUE to perform its obligations under this Agreement. Nothing in this Agreement shall be construed to confer upon CUE authority to act where the Code requires official action by the PSAD Board.
- B. Educational Program. Consistent with the Code, the Contract and the HFA:SCS Goals (as defined in Section G of this Article III), the educational program(s) and program(s) of instruction (collectively, the "Educational Program") provided by CUE at the HFA:SCS may be adapted and modified by CUE from time to time, it being understood that an essential principle of this Educational Program is its flexibility, adaptability and capacity to change in the interest of

- surcharge, to obtain the right to use the services and technology provided pursuant to the HFLI Network Services Agreement.
- E. <u>Placement of Performance</u>. CUE reserves the right to perform functions other than instruction, such as purchasing, professional development, and administrative functions, offsite at other CUE locations, unless prohibited by the Code, the Contract, or other applicable law.
- F. <u>Student Recruitment</u>. CUE shall be responsible for the recruitment of students subject to the PSAD's recruitment and admission policies. Students shall be selected in accordance with the procedures set forth in the Contract and in compliance with the Code and other applicable law.
- G. <u>Legal Requirements</u>. The parties acknowledge that the Contract establishes certain educational goals ("HFA:SCS Goals") for the HFA:SCS to achieve and the methods to provide the Educational Program in a manner that will reasonably meet (i) all applicable federal, and state laws and rules and regulations applicable to the HFA:SCS ("Applicable Law"), and (ii) the requirements imposed upon PSAD under the Code and the Contract (unless such requirements are or have been waived) and (iii) the HFA:SCS Goals.
- H. <u>Due Process Hearings</u>. CUE shall cooperate with the PSAD Board in meeting PSAD's obligations to provide students with all necessary due process hearings in conformity with Applicable Law, including matters relating to discipline, special education, confidentiality and access to records.
- I. <u>Rules & Procedures</u>. CUE shall recommend reasonable rules, regulations and procedures applicable to the HFA:SCS and is authorized and directed to enforce such rules, regulations and procedures that are adopted by the PSAD Board.
- J. School Year and School Day. In accordance with the Contract and applicable law, the school year and the school day shall be determined each year by the PSAD Board.
- K. <u>Authority</u>. CUE shall have the authority and power necessary to undertake its responsibilities under this Agreement except in the case(s) wherein such power may not be delegated by law.
- L. <u>Compliance With Applicable Law and the Contract</u>. In carrying out its responsibilities hereunder, CUE shall observe and comply with, and cooperate with the PSAD Board and its Contract Administrator in complying with the Contract and Applicable Law. CUE agrees to perform its duties and responsibilities under this Agreement in a manner consistent with the PSAD's obligations under the Contract issued by the Authorizer Board. The provisions of the Contract shall supersede any competing or conflicting provisions in this Agreement.
- M. <u>Building Facility</u>. It is anticipated that the middle school and high school grades of the HFA:SCS will be located in suites 101, 102, 201, 301 and 401 in a renovated building facility, commonly known as the Argonaut Building, pursuant to a Sublease between TEF-SIX, LLC, a Michigan limited liability company ("TEF-SIX") and Argonaut Building Master Tenant, LLC, a Michigan limited liability company (the "Master Tenant") located at 465-485 West Milwaukee, Detroit Michigan 48202 (the "Building Sublease"). TEF-SIX will also sublease the

- B. <u>Reasonable Compensation</u>. PSAD acknowledges and agrees that compensation payable to CUE under this Agreement is reasonable compensation for the services to be rendered by CUE to PSAD under this Agreement. CUE's compensation for services under this Agreement will not be based, in whole or in part, on a share of net profits from the HFA:SCS's operation.
- Payment of Costs. CUE will be solely responsible for preparing the annual budget and budget amendments thereto for CUE's operation of the HFA:SCS and timely submit the annual budget and amendments to the PSAD Board for consideration and approval. Except as otherwise provided in this Agreement, PSAD shall fully fund the budget, as may be amended, In addition to the the PSAD Board approves for CUE's operation of the HFA:SCS. compensation described in paragraph A of this Article, CUE shall receive reimbursement from PSAD for all costs and expenses incurred and paid by CUE in providing the Educational Services, administrative services and other goods and services pursuant to this Agreement. Such costs include, but are not limited to, salaries for all personnel, curriculum materials, instructional materials, textbooks, library books, computer and other equipment, software, supplies, transportation, special education, building, maintenance, psychological services and medical services, rent and other sums payable pursuant to the Building Sublease and Gymnasium Sublease, and the cost of maintaining, repairing and operating the Subleased Premises. In paying costs and expenses on PSAD's behalf, CUE shall not charge an added fee unless such fee is approved in advance by the PSAD Board and, provided further, that such fees shall be considered Additional Compensation as defined in Paragraph A of this Article. In the event that CUE requests reimbursement under this Agreement for expenses that are not identified in the approved budget, CUE shall timely present invoices to the PSAD Board. Until the PSAD Board approves a CUE reimbursement request under this Agreement for expenses that are not identified in the approved budget, PSAD will have no obligation to pay such reimbursement.
- D. <u>Time and Priority of Payment</u>. CUE shall receive its compensation pursuant to Paragraph A of this Article in eleven (11) installments beginning in October of each academic year and ending in August of such academic year. Such installment amounts shall be due and payable within ten (10) days of receipt by PSAD of each of its state school aid payments. Payments due and owing to CUE for invoices submitted pursuant to Paragraph C of this Article and approved by the PSAD Board shall be made by PSAD to CUE on the last day of each month, after PSAD Board approval.
- E. PSAD shall satisfy its payment obligation under this Article to CUE in the following order of priority: (1) to reimburse CUE pursuant to Paragraph C of this Article for sums due and owing for previous months; (2) to reimburse CUE pursuant to Paragraph C of this Article for sums due and owing for the current month; (3) to pay CUE pursuant to Paragraph A of this Article for installment payments due and owing for previous months; and (4) to pay CUE pursuant to Paragraph A of this Article for installment payments due and owing for the current month.
- F. No Related Parties or Common Control. In interpreting this Agreement and in the provision of the required services, CUE shall not have any role or relationship with PSAD that, in effect, substantially limits PSAD's ability to exercise its rights, including cancellation rights, under this Agreement. As required by PSAD's Articles of Incorporation and Bylaws, the PSAD Board may not include any director, officer or employee of a management company that contracts with PSAD. In furtherance of such restriction it is agreed between PSAD and CUE

HFA:SCS, on a pro rata basis based upon the number of students enrolled at such academies, or upon such other equitable basis as is acceptable to the parties.

- J. Financial and Other Reporting. CUE shall provide PSAD with:
 - 1. A projected annual budget prior to each academic year;
 - Detailed statements of all revenues received, from whatever source, with respect to the HFA:SCS, and detailed statements of all direct expenditures for services rendered to or on the HFA:SCS's behalf, whether incurred onsite or off-site, upon request;
 - Assistance with the annual audits that the PSAD Board must conduct in compliance with state law and regulations showing the manner in which funds are spent at the HFA:SCS;
 - 4. Quarterly detailed reporting of revenues and expenditures in the form of: detailed budget-to-actual and balance sheet;
 - 5. Reports on HFA:SCS operations, finances and student performance, upon request, but not less frequently than four (4) times per year; and
 - 6. Other information on a periodic basis to enable the PSAD Board and the Contract Administrator to monitor CUE's educational performance and the efficiency of its operation of the HFA:SCS.
- K. Access to Records. CUE shall keep accurate financial records pertaining to its operation of the HFA:SCS, together with all HFA:SCS financial records prepared by or in the possession of CUE, and retain all such records in accordance with the State Record Retention Policy, Bulletin 522, as amended. CUE and PSAD shall maintain the proper confidentiality of personnel, students and other records as required by law. All HFA:SCS financial records retained by CUE shall be available to either PSAD or the Authorizer Board for inspection and copying upon reasonable request. CUE shall make information concerning the operation and management of the HFA:SCS, including without limitation, the information described in Schedule 6 of the Contract, available to the PSAD as deemed necessary by the PSAD Board in order to enable the PSAD to fully comply with Section 11.16 of the Terms and Conditions of the Contract.
- L. Review of Budget. The PSAD Board shall be responsible for reviewing, revising, and approving the HFA:SCS's annual budget proposed by CUE. CUE shall provide the HFA:SCS budget information and other financial reports in a format required by the PSAD Board or its Contract Administrator.

ARTICLE VI PERSONNEL & TRAINING

A. <u>Personnel Responsibility</u>. Subject to the Contract, CUE shall have the sole responsibility and authority to select, hire, evaluate, assign, discipline and transfer personnel, consistent with state and federal law.

- C. <u>Expiration</u>. Upon expiration of this Agreement at the completion of the Term and where there is no renewal, CUE shall have the right to reclaim any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) that were purchased for the HFA:SCS by CUE at its sole cost or expense. Any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) that were purchased for the HFA:SCS by CUE with PSAD funds (including any state school aid, but excluding Management Fee or Additional Compensation funds) or for which CUE received reimbursement from PSAD shall remain PSAD property.
- D. <u>Transition</u>. In the event of termination of this Agreement for any reason by either party or upon revocation of the Contract as provided under Paragraph B before the end of this Agreement's term, CUE shall provide PSAD reasonable assistance for up to 90 days after the termination effective date to assist in the transition. All reasonable costs and expenses incurred by CUE in providing such assistance beyond the termination effective date will be promptly reimbursed by PSAD.

ARTICLE VIII PROPRIETARY INFORMATION

To the extent permitted by law, PSAD agrees that CUE, or third parties from whom it may license any materials, methods, curriculum, or other content, shall own all copyright and other proprietary rights to all instructional materials, training materials, curriculum and lesson plans, and any other materials developed by CUE, its employees, agents or subcontractors, or by any individual working for or supervised by CUE, which is developed during the working hours or during time for which the individual is being paid. CUE, or its licensors, shall have the sole and exclusive right to license such materials for use by other school districts, public school academies, private schools, or customers or to modify and/or sell material to other schools and customers.

ARTICLE IX INDEMNIFICATION

- A. <u>Indemnification of PSAD</u>. CUE shall indemnify and save and hold PSAD and all of its employees (if any), officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any noncompliance by CUE with any agreement, covenants, warranties or undertakings of CUE contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of CUE contained in or made pursuant to this Agreement. In addition, CUE shall reimburse PSAD for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to PSAD.
- B. <u>Indemnification of CUE</u>. To the extent permitted under applicable law, PSAD shall indemnify and save and hold CUE and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suite or other forms of liability that may arise out of, or by reason of, any claim that this Agreement or any part there of is in violation of law; any noncompliance by PSAD with any agreements, covenants, warranties

ARTICLE X INSURANCE

- A. <u>Insurance Coverage</u>. PSAD shall secure and maintain the normal general liability and umbrella insurance coverage's in the amounts required by the Contract, with CUE listed as an additional insured.
- B. <u>Workers' Compensation Insurance</u>. Each party shall maintain workers' compensation insurance as required by law, covering their respective employees.
- C. <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article. Each party shall comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE XI WARRANTIES AND REPRESENTATIONS

Each party represents that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that its actions have been duly and validly authorized, and that it will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE XII ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

Any and all disputes between the parties, concerning any alleged breach of this Agreement, or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement, shall be resolved first, by authorized representatives of PSAD and CUE. Second, if the good faith attempt of the parties to resolve the dispute is unsuccessful, the parties will seek mediation with the selected mediator approved by both parties and costs shared equally. And third, if mediation is unsuccessful or extends beyond ninety days from the parties' initial meeting to resolve the matter, by arbitration, which, at this point shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three persons, one person selected by the PSAD Board, one person selected by CUE and one person selected by the other two arbitrators. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association, with such variations as the parties and arbitrator unanimously accept. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction.

ARTICLE XIII MISCELLANEOUS

A. <u>Sole Agreement</u>. This Agreement supersedes and replaces any and all prior agreements and understandings between PSAD and CUE on the subject matter hereof.

The parties have executed this Agreement as of the day and year first above written.

CREATIVE URBAN EDUCATION

y: A Rogers

Chairman, Board of Directors

Date: Dec 22, 2008

PUBLIC SCHOOL ACADEMIES OF

DETROIT

Edward Parks

President, Board of Directors

Date: January 5, 309

EXHIBIT B

Early Termination Based on Failure to Meet Educational Standards. If (i) CUE fails to meet in any school year during the Term any one or more of the standards relating to its operation of the HFA:SCS located within the Subleased Premises set forth in A, B or C below (those performance standard(s) which CUE fails to meet in such school year are collectively referred to herein as the "Failed Standards"), (ii) TEF-SIX, LLC, within thirty (30) days after it has been determined that CUE failed to meet such Failed Standards, gives CUE written notice that the Building Sublease will terminate if CUE fails to meet in the immediately succeeding school year any of the Failed Standards, and (iii) CUE fails to meet in such subsequent school year any of the Failed Standards (the "Second Failure"), the Building Sublease shall terminate effective as of the end of the school year in which the Second Failure occurs unless TEF-SIX, LLC otherwise revokes such termination:

A. Graduation Rate:

- 1. 80% of the freshman students entering the high school in the fall of 2009 shall graduate from the high school in June of 2013 or earlier;
- 2. 83.33% of the freshman students entering the high school in the fall of 2010 shall graduate from the high school in June of 2014 or earlier;
- 3. 86.67% of the freshman students entering the high school in the fall of 2011 shall graduate from the high school in June of 2015 or earlier;
- 4. 90% of the freshman students entering the high school in the fall of 2012 shall graduate from the high school in 2016 or earlier; and
- 5. With respect to any school year following the school year that began in the fall of 2012, either (a) 90% of the freshman students entering the high school in such school year shall graduate from the high school in four (4) years or earlier or (b) the average annual graduation rate (e.g., the percentage of students who graduate from the high school in four years or earlier) for such school year and the two immediately preceding school years is at least 90%;

B. Re-enrollment Rate:

1. For every freshman class subsequent to the class of 2009, the enrollment rate for the following school year and each year thereafter shall be at a rate such that the graduation rates specified in this subsection A above can be mathematically obtained; and

C. Post-Secondary Education Rate:

- 1. 80% of the graduates of the class of 2013 shall enroll in college or other post-secondary studies;
- 2. 83.3% of the graduates in the class of 2014 shall enroll in college or other post-secondary studies;

INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement ("Agreement") is made and entered into as of the 22nd day of April, 2013, by and between Henry Ford Learning Institute, a Michigan nonprofit corporation ("HFLI"), and the Public School Academies of Detroit, a Michigan nonprofit corporation ("PSAD").

The following is a recital of facts underlying this Agreement:

PSAD is organized to operate urban high school academies pursuant to the Michigan Revised School Code, Part 6C, MCL 380.521 to 380.529 being part of the Revised School Code, Public Act 451 of 1976, as amended (the "Code"). PSAD has been issued a contract, as defined in the Code (the "Contract"), by the Board of Trustees of Grand Valley State University (the "Authorizer Board") on December 14, 2007, as amended, to organize and operate one or more urban high school academies.

HFLI is a Michigan nonprofit corporation organized for educational purposes under section 501(c)(3) of the Internal Revenue Code of 1986, as amended.

PSAD and HFLI desire to enter into an agreement, as defined by MCL 380.523c(2)(c), where by PSAD and HFLI will work together to deliver systems of educational excellence and services to PSAD and its Henry Ford Academy: School for Creative Studies, Elementary 1 ("HFA:SCS E1"), based on the vision for the PSAD's urban high school academies as described in the Contract and HFLI's school design, management principles, and the comprehensive "Educational Program" (defined below). For purposes of this Agreement, the Academy consists of HFA:SCS E1.

Therefore, the parties agree as follows:

ARTICLE I CONTRACTING RELATIONSHIP

- A. Authority. PSAD represents that (a) it is authorized by law to contract with an educational management organization for the provision of management and operational services to PSAD, and (b) PSAD has been issued the Contract from the Authorizer to organize and operate one or more urban high school academies. To the extent permitted by law, PSAD authorizes and grants to HFLI, the necessary authority and power to perform under this Agreement.
- B. <u>Services</u>; <u>Educational Program</u>. The parties agree that HFLI, to the extent permitted by, and in conformity with, applicable laws, shall provide all labor, materials, and supervision necessary for the provision of comprehensive educational, administrative, management, and instructional services contemplated by this Agreement to PSAD (the "Services") as set forth below and as further set forth in <u>Exhibit A</u>. HFLI shall provide Services to PSAD so PSAD can meet its obligations under the Contract and all other applicable law and to carry out the educational goals, curriculum, method of pupil assessment, admissions, policy and criteria, school calendar and school day schedule, and age and grade range of pupils to be

Education, Inc. ("CUB") respecting the operation of the PSAD Henry Ford Academy: School For Creative Studies High School and Middle School ("HFA:SCS High School") urban high school academy. CUE has retained a chief executive officer ("CEO") through HFLI to serve as the CEO for the HFA:SCS School district. HFA:SCS E1 is a part of the HFA:SCS School District. HFLI shall identify and retain an Executive Director ("ED") to service the HFA:SCS E1. The ED may be the same person as the CEO. HFLI shall not retain a new ED to which the Contract Administrator or PSAD objects. HFLI shall provide thirty (30) days prior written notice to PSAD before it removes the ED, unless the reason for removal relates to a crime for which the ED has been charged or an act of moral turpitude. The parties acknowledge that the initial ED meets the requirements of section 380.1246(1)(a) of the Code. Any successor ED shall hold a valid Michigan school administrator's certificate or be enrolled in a program leading to certification as a school administrator in addition to meeting the continuing education requirements. HFLI will have the authority, consistent with all applicable laws, to supervise the ED and to hold the ED accountable for the success of HFA:SCS E1.

- H. <u>Criminal Background Checks</u>. HPLI agrees that it shall not assign any of its employees, agents or other individuals to perform any services under this Agreement except as permitted under Sections 1230, 1230a, 1230b and related provisions of the Code pertaining to criminal background and criminal conduct checks. HPLI shall require that the results of the criminal background check are received, reviewed, and used (subject to a verification process) by the CEO acting on behalf of PSAD or the Board, only as permitted by law to confirm that the individual does not have a criminal history and to evaluate the qualifications of the individual for his/her assignment.
- I. <u>Unprofessional Conduct Checks</u>. HFLI agrees that it will conduct unprofessional conduct checks, in accordance with MCL 380.1230b, before hiring an employee assigned to work at the HFA:SCS E1 worksite.
- J. <u>Compliance with Section 523c</u>. On an annual basis, HFLI agrees to provide the PSAD Board, in coordination with CUE and the CEO, with the same information that a school district is required to disclose under section 18(2) of the State School Aid Act of 1979, MCL 388.1618, for the most recent school fiscal year for which the information is available. Within thirty (30) days of receipt of this information, PSAD shall make the information available on HFA:SCS website home page, in a form and manner prescribed by the Michigan Department of Education. The defined terms in section 523c of the Code, MCL 380.523c shall have the same meaning in this Agreement.
- K. The Board. The Board is the governing body with oversight responsibilities over PSAD. The parties acknowledge that throughout this Agreement the term "Board" and the term "PSAD" are sometimes used interchangeably in some sections for the sole purpose of readability based on the nature and subject-matter of the article/section.
- L. Availability of Funds. HFLI shall be liable to PSAD for any cost it commits PSAD to without the Board's approval in the event such cost is beyond the amount in PSAD's budget or any amendment thereto. HFLI shall only be required to perform its responsibilities under this Agreement to the extent PSAD has appropriated funds in its budget, as amended.

such services or programs. In no event will the Additional Compensation paid by PSAD to HFLI in an academic year exceed 25% of the Annual Management Fee for that same academic year.

- B. Reasonable Compensation. PSAD acknowledges and agrees that compensation payable to HFLI under this Agreement is reasonable compensation for the services to be rendered by HFLI to PSAD under this Agreement
- Payment of Costs. HFLI will be solely responsible for preparing the annual C. budget and budget amendments thereto for HFLI's operation of HFA:SCS E1 and timely submit the annual budget and amendments to the PSAD Board for consideration and approval. Except as otherwise provided in this Agreement, PSAD shall fully fund the budget, as may be amended, that the PSAD Board approves for HFLI's operation of HFA:SCS E1. In addition to the compensation described in Paragraph A of this Article, HFLI shall receive reimbursement from PSAD for all costs and expenses incurred and paid by HFLI in providing the Services and other goods and services pursuant to this Agreement. Such costs include, but are not limited to, salaries for all personnel, curriculum materials, instructional materials, textbooks, library books, computer and other equipment, software, supplies, transportation, special education, building, maintenance, psychological services and medical services, rent and other sums, and the cost of maintaining, repairing and operating the HFA:SCS B1 building and facility. In paying costs and expenses on PSAD's behalf, HFLI shall not charge an added fee unless such fee is approved in advance by the PSAD Board and, provided further, that such fees shall be considered Additional Compensation as defined in Paragraph A of this Article. In the event that HPLI requests reimbursement under this Agreement for expenses that are not identified in the approved budget, HFLI shall timely present invoices to the PSAD Board. Until the PSAD Board approves a HFLI reimbursement request under this Agreement for expenses that are not identified in the approved budget, PSAD will have no obligation to pay such reimbursement. The PSAD Board retains the obligation, as provided in Section 1274 of the Code, to adopt written policies governing the procurement of supplies, materials, and equipment to PSAD. Unless otherwise prohibited by law, HFLI shall directly procure all supplies, materials, and equipment provided that HFLI complies with Section 1274 of the Code, and the PSAD Board's written policies promulgated thereunder related to such items.
- D. <u>Time of Payment</u>. HFLI shall receive its compensation pursuant to Paragraph A of this Article in eleven (11) installments beginning in October of each academic year and ending in August of such academic year. Such installment amounts shall be due and payable within ten (10) days of receipt by PSAD of each of its state school aid payments. Payments due and owing to HFLI for invoices submitted pursuant to Paragraph C of this Article and approved by the PSAD Board shall be made by PSAD to HFLI within ten (10) days of the PSAD Board's approval.
- E. Other Revenue Sources. To supplement and enhance the state school aid payments, and improve the quality of education at HFA:SCS E1, PSAD and HFLI shall endeavor to obtain revenue from other sources. In this regard:
 - 1. PSAD may solicit and receive grants, and donations consistent with HFA:SCS E1's mission;

- academies, including providing requested information to CUE and/or PSAD.
- 4. Coordinated Reporting. HFLI agrees to assess, compile and provide all school information and student data required by PSAD, the Authorizer Board, the state of Michigan, the state or federal Department of Education, or any other funding or grant funding sources or administrative agencies, for the purposes of compiling singular reporting data as directed and for review by PSAD. The collection, compilation and presentment of student data shall be conducted in accordance with all Applicable Law including but not limited to the Family Educational Rights and Privacy Act ("PERPA"), 20 U.S.C. §1232g; 34 C.F.R. Part 99.

ARTICLE V TERMINATION

- A. Termination by HFLI. HFLI may terminate this Agreement before the end of the Term in the event PSAD fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to, PSAD's failure to timely remit the Fee, all payroll costs, or any reimbursement due to HFLI. PSAD has ten (10) days after notice from HFLI to remedy a breach that involves the advancement of funds for all compensation required for payroll or to reach an agreement with HFLI on the payment of those funds. Termination before the end of the Term shall not relieve PSAD of any financial or other obligations to HFLI outstanding as of the date of termination. The failure by HFLI to (a) declare a breach, (b) place PSAD on notice thereof, or (c) exercise or exert any remedy available to HFLI under this Agreement or applicable laws, shall not be deemed a waiver of HFLI's right and remedies whatsoever.
- B. <u>Termination by PSAD</u>. PSAD may terminate this Agreement before the end of the Term in the event that HFLI fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to:
 - Pailure by HFLI to reasonably account for its expenditures;
 - 2. Failure by HFLI to pay PSAD operating expenses as required under this Agreement (provided funds are available);
 - Pailure by HFLI to substantially follow policies, procedures, rules, regulations, or curriculum duly adopted by the Board which are not in violation of applicable laws or this Agreement;
 - 4. Failure by HFLI to provide the Services as required by this Agreement; and/or
 - 5. Any action or inaction by HFLI that places the Contract in jeopardy of revocation, suspension or termination, as evidenced by written notification from the Authorizer.

Moreover, during the term of this Agreement, after its expiration, or after any notice of termination is provided by either party, HFLI shall not initiate contact with (i) the parents and legal guardians or students of PSAD directly or indirectly to promote or recruit enrollment for other schools other than PSAD; or (ii) any employee or independent contractor who currently works at or for the educational or administrative operation or management of HFA:SCS E1 to hire or retain any employee or independent contractor of a person who currently works at or for the educational or administrative operation or management of HFA:SCS E1.

Moreover, after any notice of termination is provided by either party and until the effective date of termination of this Agreement, HFLI shall undertake the following:

- 1. carry out its obligations under this Agreement in the ordinary course of business;
- 2. use its best efforts to maintain its relations and good will with suppliers, customers, landlords, creditors, employees, agents and others having business relationships with it.
- 3. make no material changes in administrative, operational, or management personnel, including the chief administrative officer, superintendent for HFA:SCS, principals for each of the HFA:SCS schools, or teaching staff without prior written approval of PSAD.
- 4. use its best efforts not to disturb HFA:SCS's relations and good will with parents, students and the educational community relating to the operation and management of HFA:SCS and otherwise comply with this Agreement;
- 5. comply with all legal requirements and contractual obligations assigned to it applicable to the operations of HPA:SCS E1;
- 6. continue in full force and effect all required insurance coverages;
- cooperate with PSAD in identifying the governmental authorizations or other approvals including but not limited to those regarding HFA:SCS B1 facilities, required by PSAD to operate HFA:SCS B1; and
- 8. prepare and provide to PSAD before the end of the transition period but no sooner than thirty (30) days of the provision of notice of termination, at HFLI's own expense, a draft transition agreement which shall specifically detail transition issues and provide a timeline for addressing each issue.
- F. Personal Property upon Termination or Expiration. Upon any termination or the expiration of this Agreement, PSAD may elect (a) to purchase any personal property which has been purchased or leased from a third party solely with HFLI funds, provided such purchase or lease is permitted under the purchase or lease documents relating thereto, at the fair market, depreciated value of such personal property or (b) to return same to HFLI. All personal property purchased or leased by HFLI using PSAD funds shall remain the personal property of PSAD. PSAD shall own, without restriction, all property, tangible and intangible, purchased, licensed, or acquired in any fashion by or for PSAD, or by or with PSAD funds.

demands, suits or other forms of liability that may be caused by any negligent or intentional misconduct by HFLI, its officers, directors, employees, subcontractors and agents, or by any failure to act or omission by HFLI that causes harm to PSAD arising out of this Agreement. In addition, HFLI shall reimburse PSAD for all legal costs and reasonable attorney fees associated with the defense of any such claim, demand or suit. If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by HFLI.

- D. <u>Immunities and Limitations</u>. HPLI may assert all privileges; immunities and statutory limitations of liability in connection with any claims arising under this Agreement.
- E. Mutual Duty to Cooperate. The parties acknowledge that each party has a duty and obligation to cooperate with the other party, and further that such duty to cooperate is a material part of this Agreement.
- Indemnification of the Authorizer. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, offices, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, offices, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board of Trustees' approval of PSAD's public school academy application, the University Board's consideration of or issuance of a Contract, PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by PSAD or HFLI, or which arises out of the failure of PSAD to perform its obligations under the Contract. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.
- Motor Company. To the extent permitted by law and without waiving any privilege or immunity, PSAD shall defend, indemnify and hold harmless THF, Ford Motor Company Fund, and The Ford Motor Company ("Indemnitees"), from and against any and all claims, damages, judgments, costs, fees and expenses (including reasonable attorney fees) awarded or assessed against Indemnitees, or incurred by Indemnitees, as a result of a third party claim against Indemnitees arising out of or related to conduct of the Academy's operations, it's actions relating to this Agreement, the Academy's breach of any representation or warranty, the Academy's failure to perform under this Agreement, acts of omission or commission by the Academy, and acts or events taking place at or in connection with the Academy. Such indemnification includes, without limitation, claims by the Academy and its students, parents, teachers, employees, staff, and contractors.

materially affect HFLI's obligations under this Agreement, or changes in elected members of the HFLI Board of Directors. HFLI represents and warrants that it will provide reasonable prior written notice (and in any event be not less than five (5) days) of changes in appointed members of the HFLI Board of Directors. HFLI represents and warrants that it will give PSAD thirty (30) days prior written notice of any amendments to its bylaws that would materially affect HFLI's obligations under this Agreement.

F. Naming Rights and Intellectual Property. Except as provided below, HFLI represents and warrants that it shall not, use or apply for federal trademark status, for the names "Henry Ford Academy: School for Creative Studies, Elementary 1," "HFA:SCS E1," "HFA:SCS Elementary School," "HFA:SCS," "Henry Ford Academy: School for Creative Studies High School," "HFA:SCS HS," "HFA:SCS High School," "Henry Ford Academy: School for Creative Studies Middle School," "HFA:SCS MS," "HFA:SCS Middle School," including the use in any email domains or web addresses.

The foregoing notwithstanding, HFLI may use the names stated above, in connection with performance of the Services, in connection with any school operated under the Contract, or with the prior written approval of PSAD. The undersigned acknowledge that the trademark "HENRY FORD ACADEMY" (the "Mark") is owned by The Henry Ford, and that any use of said Mark is subject to a license agreement between The Henry Ford and HFLI, dated on or about October 5, 2007. The undersigned further acknowledge that The Henry Ford has the right to enforce its trademark rights in the Mark should HFLI fail to do so after written notice by The Henry Ford. The undersigned further acknowledge that any use of the Mark shall be subject to the terms stated in Exhibit D, and that PSAD's rights to use the names "Henry Ford," "HFA," or "Henry Ford Academy" under this Agreement, shall terminate if HFLI's rights under this Agreement are terminated or if HFLI is no longer involved with HFA:SCS E1.

ARTICLE X ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

- A. Mediation. Any and all disputes between the parties concerning any alleged breach of this Agreement or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement shall first be discussed informally between the parties. In the event that the parties cannot resolve their dispute, the matter shall be submitted to mediation for resolution in Wayne or Oakland County. Both parties must mutually agree upon the mediator selected and shall participate in all meetings in good faith. The mediation shall be conducted in accordance with the rules of the American Arbitration Association seated in Wayne or Oakland County, Michigan, with such variations as the parties and arbitrators unanimously accept. The parties will share equally in the costs of the mediation including forum fees, expenses and charges of the mediator.
- B. Arbitration. If the mediation does not result in a mutually satisfactory compromise, then the matter shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters, except for the pursuit of injunctive or equitable relief. Any dispute, difference, or disagreement arising under or related to this Agreement shall be referred to a single arbitrator, mutually agreed upon by the parties, or if no single arbitrator can be agreed upon, an arbitrator shall be selected in accordance with the rules of the American

- D. <u>Successors and Assigns</u>. This Agreement shall be binding upon, and inure to the benefit of, the parties and their respective successors and assigns.
- Entire Agreement. This Agreement is the entire agreement between the parties relating to the Services provided and the compensation to be paid for such Services. This Agreement supersedes and replaces any and all prior written or oral agreements and understandings between PSAD and HFLI on the subject matter hereof.
- F. <u>Assignment</u>. This Agreement shall not be assigned (a) by HFLI, without prior consent of the Board, in writing, which consent shall not be unreasonably withheld; or (b) by PSAD, without the prior consent of HFLI, in writing, which consent shall not be unreasonably withheld and in a manner consistent with the Authorizer's educational management company policies.
- G. Tax Exempt Financing. If at any time PSAD determines that it is in the best interests of PSAD to obtain financing that is tax-exempt pursuant to the IRS Code, then the parties agree that this Agreement shall be automatically amended for the sole and limited purpose of compliance with Revenue Procedure 97-13. Any such automatic amendment shall be as limited as practicable, and the parties shall promptly execute a written agreement reflecting such amendment, but the failure of the parties to do so shall not affect the effectiveness of the automatic amendment referenced above.
- H. Amendment: Effect of Headings. This Agreement may only be amended in writing, signed by a duly authorized representative of each party and in a manner consistent with the Authorizer's educational management company policies. The underlined headings are included for convenience of the reader, and if the underlined headings are inconsistent with the other text the underlined text shall be disregarded.
- I. <u>Non-Waiver</u>. The failure of a party in exercising any right, power or privilege under this Agreement shall not affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the parties under this Agreement are cumulative and not exclusive of any rights or remedies which any of them may otherwise have.
- J. Governing Law. This Agreement shall be governed by and enforced in accordance with the laws of the state of Michigan.
- K. No Third Party Rights. This Agreement is made for the sole benefit of PSAD and HFLI. Except as otherwise expressly provided herein, nothing in this Agreement shall create or be deemed to create a relationship between the parties, or either of them individually with any third person, third party beneficiary, fiduciary, or the Authorizer.
- L. <u>Survival of Termination</u>. All representations, warranties, indemnities, and non-disclosures/confidentiality obligations made in this Agreement shall survive any termination or expiration of this Agreement without limitation.

The parties have executed this Independent Contractor Agreement as of the day and year first above written.

HENRY FORD LEARNING INSTITUTE

By:

Mike Schmidt

President, Board of Directors

Date: 4-22-13

PUBLIC SCHOOL ACADEMIRS OF DETROIT

By:

By:

Date: 3-29-13

EXHIBIT A TO INDEPENDENT CONTRACTOR AGREEMENT

The purpose of this Exhibit A is to set forth and define the Services to be provided by HFLI pursuant to the Agreement.

EDUCATIONAL MANAGEMENT SERVICES TO BE PROVIDED BY HFLI

- A. HFLI shall implement the Educational Program (defined in Article I, Section B of the Agreement). Substantial modification of the Educational Program may only occur with the prior written consent of the Board and, if required, an amendment to the Contract which requires Authorizer approval.
- B. HFLI may perform functions other than instruction, including but not limited to purchasing, professional development and administrative functions off-site (i.e., not on PSAD property), unless prohibited by applicable laws. Student records are the property of PSAD and shall be maintained by HFLI at the corresponding PSAD HFA:SCS's sites.
- C. Although the Board shall be responsible for establishing and implementing recruitment admission policies in accordance with the Educational Program and the Contract, HFLI shall enroll students for PSAD in accordance with such policies provided that the policies are in compliance with the Contract and applicable laws.
- D. HFLI shall provide students due process hearings in compliance with all applicable laws, to an extent consistent with PSAD's own obligations as to students only (and not as to faculty).
- E. HFLI shall administer and provide the Educational Program in a manner which shall meet federal, state and local requirements, the requirements imposed under the Code and the Contract, and all lease provisions entered into by PSAD for the operation of HFA:SCS E1.
- F. In order to supplement and enhance the school aid payments received from the state of Michigan, and improve the quality of education at HFA:SCS E1, HFLI shall assist PSAD's endeavors to obtain revenue from other sources (the "Funding Sources"), and in this regard:
 - 1. PSAD and/or HFLI may solicit grants and donations in the name of PSAD from various Funding Sources consistent with the mission of PSAD in furtherance of the Educational Program;
 - PSAD and/or HFLI after written notice to PSAD may apply for and receive grant money in the name of PSAD from various Funding Sources in furtherance of the Educational Program;
 - 3. PSAD and/or HFLI with prior Board approval may apply for and receive grant money in the name of PSAD from various Funding Sources for activities outside of the Educational Program;

- M. HFLI shall be responsible for all of the management, operation, administration and education at HFA:SCS E1 which includes, but is not limited to:
 - implementation and administration of the Educational Program, including administration of any and all extra-curricular and co-curricular activities and programs, and the selection and acquisition of instructional materials, equipment and supplies;
 - 2. management of all personnel functions, including professional development for all instructional personnel and the personnel functions outlined in this Agreement;
 - aspects of the business administration (as determined as generally understood in the industry) of HFA:SCS E1 as agreed between HFLI and the Board;
 - 4. any function necessary or expedient for the administration of HFA:SCS E1 consistent with the Educational Program, or otherwise approved by the Board.
- N. Except as otherwise provided in this Agreement, HFLI shall keep all student and financial records relating to HFA:SCS E1 at the respective HFA:SCS E1 site, and the same shall be available for public inspection upon reasonable request consistent with applicable laws. All student and financial records will remain the property of PSAD.
 - O. HFLI shall provide the Board with:
 - a projected annual budget that complies with applicable law before June 1st of each school year, related to the Services in accordance with the Contract and the Educational Program;
 - detailed monthly statements (in a form and as requested by the Board) of all revenues received, from whatever source, with respect to PSAD, and detailed budgets with statements of all direct expenditures (with details) for the Services rendered to or on behalf of PSAD, whether incurred onsite or off-site;
 - facilitate the annual audit in compliance with applicable laws showing the manner in which funds are spent at HFA:SCS E1, however, it is acknowledged that only PSAD shall select and retain auditors and PSAD shall contract directly with any auditor of its choice, and HFLI will cooperate with the production of any and all documents necessary for the audit of HFA:SCS E1. Any such audit and audit materials shall be the property of PSAD; and
 - 4. other information as reasonably requested by the Board to enable the Board to monitor HFLI's performance under the Agreement.

funds for the operation of HFA:SCS E1 ("HFLI HFA:SCS E1 Trust Account"), and no HFLI corporate funds shall be maintained in the HFLI HFA:SCS E1 Trust Account. Only HFLI agents will be authorized signatories to the HFLI HFA:SCS E1 Trust Account, and no PSAD Board agent shall be a signatory to the HFLI HFA:SCS E1 Trust Account. PSAD and HFLI will coordinate efforts to have funds transferred by wire transfer or other means from HFA:SCS E1 Accounts to the HFLI HFA:SCS E1 Trust Account to enable HFLI to draw funds from the HFLI HFA:SCS E1 Trust Account to fund school operations consistent with the approved budget as amended. PSAD's payment of the Annual Management Fee and Additional Compensation shall be made to HFLI's corporate accounts and not the HFLI HFA:SCS E1 Trust Account. The funds held on deposit by HFLI in its HFLI HFA:SCS E1 Trust Account shall be PSAD property, and HFLI shall make the account records for the HFLI HFA:SCS E1 Trust Account available immediately on request by PSAD.

HUMAN RESOURCES SERVICES TO BE PROVIDED BY HFLI THROUGH OPTWELVE, INC. (d/b/a FOCUSED BUSINESS SOLUTIONS)

- S. HFLI shall recommend staffing levels, and select, evaluate, assign, discipline and transfer personnel, consistent with applicable laws, and consistent with the parameters adopted and included within the Educational Program.
- T. HFLI shall provide HFA:SCS E1 with such teachers, qualified in the applicable grade levels and subjects approved by the Board and consistent with the Contract. HFLI shall ensure that the curriculum taught by HFA:SCS E1's teachers is the curriculum set forth in the Contract. Such teachers may also provide instruction at HFA:SCS E1 on a full or part time basis. If assigned to HFA:SCS E1 on a part-time basis, such teachers may also provide instruction at another institution, or other locations approved by HFLI. Each teacher assigned or retained to HFA:SCS E1 shall hold a valid teaching certificate issued by the State Board of Education under the Code, to the extent required under the Code and all other requirements as established by the Michigan Department of Education, the Authorizer, and state and federal law.
- U. HFLI shall work to provide HFA:SCS E1 with support staff, qualified in the areas required. The parties anticipate that such support staff may include clerical staff, administrative assistants and director, bookkeeping staff, maintenance personnel, and the like.
- V. HFLI shall pay its portion of social security, unemployment, and any other taxes required by law to be paid on behalf of its employees assigned to HFA:SCS E1 and hold HFA:SCS E1 harmless from same. Unless required by applicable laws, HFLI shall not make payments to the Michigan Public School Employees' Retirement System or any other public retirement system on behalf of its employees.
- W. HFLI will be responsible for all necessary employee pension and welfare benefit plan requirements as required by law.
- X. HFLI shall conduct criminal background checks and unprofessional conduct checks on its employees that are assigned to HFA:SCS E1 and all subcontractors assigned to regularly and continuously work under contract in HFA:SCS E1 as required by law, as if it were a public school academy under the Code.

EXHIBIT C PERFORMANCE STANDARDS

Early Termination Based on Failure to Meet Educational Standards. HFLI's failure to meet in any school year during the Term any one or more of the standards relating to its operation of HFA:SCS E1 set forth below, may be a basis for termination of this Agreement.

- 1. By 2013-2014 school year, 80% of the graduating 5th grade students enter a PSAD tenant school the following Fall; by 2014-2015 school year, 85% of the graduating 5th grade students enter a PSAD tenant school the following Fall; by 2015-2016 school year, 90% of the graduating 5th grade students enter a PSAD tenant school in the following Fall, and continue at the 90% rate thereafter;
- 2. An average daily attendance rate of 92.5%;
- 3. The HPA:SCS E1 must meet or exceed each and every the Excellent Schools Detroit criteria (including but not limited to, the student performance, site visit, and survey results) at a level of at least 90% of the allocated points for each category in the Excellent Schools Detroit annual reports card and as follows:
 - (1) By school year 2012-2013 and thereafter, meet or exceed the student performance, based on comparable standardized test scores of the Excellent Schools Detroit "Top to Bottom" score, of the Detroit Public Schools;
 - (2) By school year 2014-2015 and thereafter, meet or exceed the student performance, based on comparable standardized test scores of the Excellent Schools Detroit "Top to Bottom" score, of the state of Michigan overall average;
 - (3) By school year 2014-2015 and thereafter, meet or exceed the point score of 45 (90% of the available 50 points in this category) for the "Top to Bottom" score;
 - (4) By school year 2014-2015 and thereafter, meet or exceed the point score of 18 (90% of the available 20 points in this category) for the site visit outcomes; and
 - (5) By school year 2014-2015 and thereafter, meet or exceed the point score of 18 (90% of the available 20 points in this category) for the survey results.

reputation associated with the Mark, with The Henry Ford, or with HFLI; or (ii) in any manner that may result in liability for PSAD's debts or obligations being imposed on HFLI or THF.

- F. Modifications of Model. From time to time HFLI may provide new or different versions of the Mark and make it available for PSAD's use under the same terms and conditions provided in this Agreement. PSAD will be responsible for all costs incurred in implementing such new or different Mark, to the extent it chooses to use it.
- G. Mark. Neither PSAD nor HFLI will use or apply to register any trademark that incorporates or includes any part of, is confusingly similar to, or would tend to dilute the Mark, except as expressly authorized herein. PSAD acknowledges that the Mark is unique and original to HFLI and/or THF respectively, and that HFLI and/or THF are the respective owners of the Mark. PSAD will not, at any time after the Effective Date, dispute or contest, directly or indirectly, HFLI's or THF's respective exclusive ownership of the Mark. PSAD acknowledges that its use of the Mark inures to HFLI's and/or THF's benefit respectively, and that PSAD will not acquire any ownership in the Mark arising out of or related to its performance of this Agreement and any licenses granted between them. PSAD acknowledges that it has no claims or rights to the Mark, and PSAD will not, during the Term of this Agreement or at any time thereafter, assert any claim to ownership of the Mark. Anything to the contrary herein notwithstanding, use of the Mark by PSAD inures to the benefit of THF, and THF acquires the goodwill associated with PSAD's use of said Mark. The parties acknowledge that PSAD will have no right to sublicense the Mark.

SCHEDULE 7

CONTRACT ADMINISTRATOR INFORMATION

Pursuant to MCL 380.529, the Thompson Educational Foundation (TEF), the entity that applied for the urban high school charter contract, may undertake any of the following activities in furtherance of the Academy:

- 1. Participate in the recruiting, interviewing, and nominating process for the Academy board members.
- 2. Conduct an independent educational review, on a periodic basis, to determine whether the Academy is successful in implementing the educational goals set forth in the contract.
- 3. Serve as contract administrator between the Academy Board of Directors and any educational management company contracted to operate the urban high school academy.
- 4. Make recommendations to the University Charter Schools Office and the Academy on how to improve the Academy's operation.

The Academy shall retain all policy-making functions and other legal responsibilities that cannot be delegated by contract or otherwise with respect to its urban high school academies. As the contract administrator between the Academy and the educational management companies of the Academy, TEF may supervise the administrative operations of the urban high school academies, including but not limited to the following:

- 1. The selection, entering into and terminating contracts with, and monitoring of the educational management companies with respect to the charter schools.
- 2. The management of the Academy's real property interests.
- 3. Work with the educational management companies and any advisory committees for the Academy.
- 4. The coordination and provision of all administrative, budgetary and financial documentation for consideration, review, or approval by the Academy Board.
- 5. Conduct all activities incidental or necessary to the efficient administration of the Academy as permitted by the MCL 380.521 et seq. and Section 501(c)(3) of the Internal Revenue Code.

- 6. TEF will report to the Academy Board of Directors on a regular basis, or as requested by the Academy, on its activities conducted pursuant to this Agreement and the results of those activities.
- 7. TEF will prepare all materials required by the Academy Board of Directors to perform its duties under charter contract and the Revised School Code, MCL 380. 1 et seq.

The executed Contract Administration Agreement and any executed Educational Management Agreement(s) shall be incorporated into this Contract as Schedule 7.

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AMENDED AND RESTATED MANAGEMENT AGREEMENT BETWEEN CREATIVE URBAN EDUCATION AND THE PUBLIC SCHOOL ACADEMIES OF DETROIT

This Amended and Restated Educational Management Company Agreement ("Agreement") is made and entered into as of the <u>16-</u>rday of June, 2010 by and between Creative Urban Education, Inc., a Michigan non-profit corporation ("CUE"), and the Public School Academies of Detroit, a Michigan non-profit corporation (the "PSAD").

The following is a recital of facts underlying this Agreement:

The PSAD is organized to operate urban high school academies in Detroit pursuant to the Michigan Revised School Code, Part 6C (the "Code"). The PSAD has been issued a contract, as defined in the Code (the "Contract"), by the Board of Trustees of Grand Valley State University (the "Authorizer Board") on December 14, 2007, as amended, to organize and operate urban high school academies.

CUE is a nonprofit corporation founded with the purpose of bringing a new model of urban schools to the state of Michigan.

The PSAD and CUE desire to create an enduring educational partnership, whereby the PSAD and CUE will work together to bring educational excellence and innovation to one of the PSAD urban high school academies, The Henry Ford Academy: School for Creative Studies ("HFA:SCS"), based on CUE's school design and capacity to implement and manage a comprehensive educational program.

To pursue this purpose, the parties desire to implement an arrangement for HFA:SCS's management and operation.

PSAD and CUE are parties to the Management Agreement dated January 9, 2009. PSAD and CUF wish to amend and restate the terms of such Management Agreement in accordance with the terms below.

Therefore, it is mutually agreed as follows:

ARTICLE I CONTRACTING RELATIONSHIP

A. <u>Authority</u>. The PSAD is authorized by law to contract with a private entity for the provision of educational management services. The PSAD further has been granted the Contract by the Authorizer Board to organize and operate an urban high school academy. The PSAD is therefore authorized by the Authorizer Board to supervise and control such academy, and is invested with the powers set forth under the Code to carry out the educational program contemplated in this Agreement. Notwithstanding anything to the contrary in this Agreement, the PSAD's Board of Directors ("PSAD Board"), pursuant to the Code and in accordance with

the Contract, shall be accountable for the HFA:SCS's overall oversight, monitoring and supervision; strategic planning; policies; and budgeting.

- B. <u>Contract</u>. The PSAD contracts with CUE, to the extent permitted by law, the Contract, and as otherwise provided in the Contract Administration Agreement dated August 28, 2008 between PSAD and the Thompson Educational Foundation (the "Contract Administrator"), to provide all functions relating to the provision of educational services and the management and operation of the HFA:SCS as further set forth or limited herein.
- C. Status of the Parties. CUE is a nonprofit corporation, organized and existing under the laws of the state of Michigan, and is not a division or a part of the PSAD. The PSAD is a nonprofit corporation, organized and existing under the laws of the state of Michigan. Pursuant to Code, the PSAD is a body corporate and governmental agency of the State of Michigan, and is not division or part of CUE. The relationship between CUE and the PSAD is based solely on the terms of this Agreement, and the terms of any other agreements between them. In performing its duties under this Agreement, it is mutually understood and agreed that CUE shall at all times be acting and performing as an independent contractor. Nothing in this Agreement is intended to create an employer/employee relationship, partnership or joint venture relationship between the parties.

ARTICLE II TERM

- A. <u>Term.</u> The term of this Agreement (the "Term") shall commence on July 1, 2009 or the corresponding commencement date of the term for HFA:SCS identified in the Contract, whichever is earlier, ("Commencement Date") and end on June 30, 2018, unless earlier terminated or further extended in accordance with this Agreement. For purposes of this Agreement, "academic year" or "school year" shall mean the fiscal year beginning July 1 and ending June 30 of the following year.
- B. <u>Renewal</u>. This Agreement will be eligible for renewal at the time the Contract is eligible for renewal. In the event of renewal, the Management Fee will be reviewed and may be revised, subject to the written approval of PSAD and CUE.

ARTICLE III CUE FUNCTIONS AND RESPONSIBILITIES

A. Responsibility. CUE shall be responsible and accountable to the PSAD Board and its Contract Administrator for the HFA:SCS's administration, operation and performance. On and after the Commencement Date, CUE shall be responsible for the HFA:SCS's day-to-day management and shall undertake such responsibilities in good faith and in the HFA:SCS's best interests. CUE is granted such power and authority on PSAD's behalf that is reasonably necessary or appropriate to perform its obligations under this Agreement, subject to the express limitations stated in this Agreement, the Code, and the Contract. Except as expressly stated herein, the descriptions of CUE's power and authority stated in this Article III are not intended to limit or restrict other powers and authority which may be necessary or appropriate for CUE to perform its obligations under this Agreement. Nothing in this Agreement shall be construed to confer upon CUE authority to act where the Code requires official action by the PSAD Board.

- B. Educational Program. Consistent with the Code, the Contract and the HFA:SCS Goals (as defined in Section G of this Article III), the educational program(s) and program(s) of instruction (collectively, the "Educational Program") provided by CUE at the HFA:SCS may be adapted and modified by CUE from time to time, it being understood that an essential principle of this Educational Program is its flexibility, adaptability and capacity to change in the interest of continuous improvement and efficiency, and that PSAD and CUE are interested in results and not inflexible prescriptions; provided that any modification must be consistent with the Contract and any substantial changes to the Educational Program may require a Contract amendment. The PSAD Board, including its Contract Administrator, shall be consulted before any substantial adaptation or modification to the Educational Program. Where the Code requires PSAD action in connection with the Educational Program, CUE shall advise the PSAD Board, including its Contract Administrator, that such action is required and shall, consistent with the terms of this Agreement, carry out the direction of the PSAD Board.
- C. Specific Functions. CUE shall be responsible for the HFA:SCS's management, operation, administration and Education Program. Such functions include, but are not limited to:
 - 1. Implementation and administration of the Educational Program, including the selection and acquisition of instructional materials, equipment and supplies, and the administration of any and all extra-and co-curricular activities and programs approved by the PSAD Board;
 - 2. Management of all personnel functions, including professional development for the School Administrator and all instructional personnel and the personnel functions outlined in Article VI;
 - 3. Operation of the Subleased Premises (defined hereafter) and the installation of technology integral to school design;
 - 4. All aspects of the HFA:SCS's business administration, including but not limited to, the administration of HFA:SCS's financial and bank accounts and the transfer of funds from such accounts for the payment of costs as provided in this Agreement until CUE establishes a dedicated bank account pursuant to Article V, Section M; and
 - 5. Any other function necessary or expedient for the HFA:SCS's administration.
- D. <u>Subcontracts</u>. CUE reserves the right to subcontract any and all aspects of services it agrees to provide to the HFA:SCS. However, CUE shall not subcontract the management, oversight or operation of the teaching and instructional program, except as specifically permitted in this Agreement or with the PSAD Board's prior written approval. Henry Ford Learning Institute ("HFLI") will provide to CUE services related to curriculum, technology, and all other services consistent with HFLI's rights and duties under the Education Network Services Agreement to be executed by CUE and HFLI (the "HFLI Network Services Agreement"). Without limiting CUE's rights under this section, CUE may subcontract to HFLI the development, creation, and modification of curricula, technology and procedures to be recommended for HFA:SCS. The total amount charged by CUE to PSAD for such services and

technology provided pursuant to the HFLI Network Services Agreement is depicted as part of the Management Fee in Exhibit A. CUE acknowledges that PSAD has no privity of contract with HFLI and shall hold PSAD harmless from claims of HFLI regarding the HFLI Network Services Agreement.

- E. <u>Placement of Performance</u>. CUE reserves the right to perform functions other than instruction, such as purchasing, professional development, and administrative functions, offsite at other CUE locations, unless prohibited by the Code, the Contract, or other applicable
- F. <u>Student Recruitment</u>. CUE shall be responsible for the recruitment of students subject to the PSAD's recruitment and admission policies. Students shall be selected in accordance with the procedures set forth in the Contract and in compliance with the Code and other applicable law.
- G. <u>Legal Requirements</u>. The parties acknowledge that the Contract establishes certain educational goals ("HFA:SCS Goals") for the HFA:SCS to achieve and the methods to provide the Educational Program in a manner that will reasonably meet (i) all applicable federal, and state laws and rules and regulations applicable to the HFA:SCS ("Applicable Law"), and (ii) the requirements imposed upon PSAD under the Code and the Contract (unless such requirements are or have been waived) and (iii) the HFA:SCS Goals.
- H. <u>Due Process Hearings</u>. CUE shall cooperate with the PSAD Board in meeting PSAD's obligations to provide students with all necessary due process hearings in conformity with Applicable Law, including matters relating to discipline, special education, confidentiality and access to records.
- 1. <u>Rules & Procedures</u>. CUE shall recommend reasonable rules, regulations and procedures applicable to the HFA:SCS and is authorized and directed to enforce such rules, regulations and procedures that are adopted by the PSAD Board.
- J. <u>School Year and School Day</u>. In accordance with the Contract and applicable law, the school year and the school day shall be determined each year by the PSAD Board.
- K. <u>Authority</u>. CUE shall have the authority and power necessary to undertake its responsibilities under this Agreement except in the case(s) wherein such power may not be delegated by law.
- L. <u>Compliance With Applicable Law and the Contract</u>. In carrying out its responsibilities hereunder, CUE shall observe and comply with, and cooperate with the PSAD Board and its Contract Administrator in complying with the Contract and Applicable Law. CUE agrees to perform its duties and responsibilities under this Agreement in a manner consistent with the PSAD's obligations under the Contract issued by the Authorizer Board. The provisions of the Contract shall supersede any competing or conflicting provisions in this Agreement.
- M. <u>Building Facility</u>. It is anticipated that the middle school and high school grades of the HFA:SCS will be located in suites 101, 102, 201, 301 and 401 in a renovated building facility, commonly known as the Argonaut Building, pursuant to a Sublease between TEF-SIX, LLC, a Michigan limited liability company ("TEF-SIX") and Argonaut Building Master Tenant,

LLC, a Michigan limited liability company (the "Master Tenant") located at 465-485 West Milwaukee, Detroit Michigan 48202 (the "Building Sublease"). TEF-SIX will also sublease the gymnasium from Master Tenant to be constructed adjacent to the Argonaut Building and CUE will sublease such gymnasium from TEF-SIX (the "Gymnasium Sublease"). The building and gymnasium are collectively referred to as the "Subleased Premises." TEF-SIX is a single member limited liability company whose single member is the Contract Administrator. The Contract Administrator will provide a limited guaranty of TEF-SIX's obligations under the Building Sublease. TEF-SIX will sublease the Subleased Premises to CUE and CUE is obligated, pursuant to Article III, Section N below, to provide the Subleased Premises to the PSAD for the operation of the HFA:SCS's middle school and high school grades.

N. Right of Entry. Pursuant to Article III, Section M, of this Agreement, CUE grants to PSAD and its agents, board members, employees, invitees, and students, unconditional permission for the Term of this Agreement to enter upon and use the Subleased Premises for the operation of the HFA:SCS for all purposes contemplated by the Contract issued by the Authorizer Board, including permission to bring upon the Subleased Premises any and all materials, supplies and furniture required to operate the HFA:SCS, and to conduct educational activities on the Subleased Premises, including without limitation, any and all activities which are principal, ancillary, customary and incidental to operating a public school; provided, however, that if the Gymnasium Sublease terminates before this Agreement terminates, PSAD's right of entry to the gymnasium likewise terminates. CUE shall not charge PSAD any License or Right of Entry Fee. The operation of all school activities shall be done in accordance with all applicable laws, this Agreement, and the Contract.

ARTICLE IV

OBLIGATIONS OF THE PSAD BOARD

The PSAD Board shall exercise good faith in considering the recommendations of CUE including, but not limited to, CUE's recommendations concerning policies, rules, regulations, procedures, curriculum, and budgets.

ARTICLE V COMPENSATION FOR SERVICES

A. <u>Compensation for Services</u>. PSAD agrees that CUE shall be entitled to an annual fee for services provided each academic year under this Agreement, in accordance with the fee schedule set forth on the attached <u>Exhibit A</u> ("Management Fee"). During any academic year, CUE may irrevocably waive any or all of the Management Fee at its sole option. Payment or waiver of the Management Fee will not preclude the payment of Additional Compensation by PSAD if additional compensation is permitted or specified elsewhere in this Agreement or in any other agreements between the parties. "Additional Compensation" means additional funds paid by PSAD to CUE, or funds collected by PSAD and remitted to CUE, for services or programs conducted by CUE. Additional Compensation does not include funds to cover CUE's costs or expenses in conducting such services or programs, nor does it include the amount of funds collected directly by CUE from users of, or participants in, such services or programs. In no event will the Additional Compensation paid by PSAD to CUE in an academic year exceed 25% of the Management Fee for that same academic year.

- B. Reasonable Compensation. PSAD acknowledges and agrees that compensation payable to CUE under this Agreement is reasonable compensation for the services to be rendered by CUE to PSAD under this Agreement. CUE's compensation for services under this Agreement will not be based, in whole or in part, on a share of net profits from the HFA:SCS's operation.
- Payment of Costs. CUE will be solely responsible for preparing the annual C. budget and budget amendments thereto for CUE's operation of the HFA:SCS and timely submit the annual budget and amendments to the PSAD Board for consideration and approval. Except as otherwise provided in this Agreement, PSAD shall fully fund the budget, as may be amended, the PSAD Board approves for CUE's operation of the HFA:SCS. In addition to the compensation described in paragraph A of this Article, CUE shall receive reimbursement from PSAD for all costs and expenses incurred and paid by CUE in providing the Educational Services, administrative services and other goods and services pursuant to this Agreement. Such costs include, but are not limited to, salaries for all personnel, curriculum materials, instructional materials, textbooks, library books, computer and other equipment, software, supplies, transportation, special education, building, maintenance, psychological services and medical services, rent and other sums payable pursuant to the Building Sublease and Gymnasium Sublease, and the cost of maintaining, repairing and operating the Subleased Premises. In paying costs and expenses on PSAD's behalf, CUE shall not charge an added fee unless such fee is approved in advance by the PSAD Board and, provided further, that such fees shall be considered Additional Compensation as defined in Paragraph A of this Article. In the event that CUE requests reimbursement under this Agreement for expenses that are not identified in the approved budget. CUE shall timely present invoices to the PSAD Board. Until the PSAD Board approves a CUE reimbursement request under this Agreement for expenses that are not identified in the approved budget, PSAD will have no obligation to pay such reimbursement.
- D. <u>Time of Payment</u>. CUE shall receive its compensation pursuant to Paragraph A of this Article in eleven (11) installments beginning in October of each academic year and ending in August of such academic year. Such installment amounts shall be due and payable within ten (10) days of receipt by PSAD of each of its state school aid payments. Payments due and owing to CUE for invoices submitted pursuant to Paragraph C of this Article and approved by the PSAD Board shall be made by PSAD to CUE on the last day of each month, after PSAD Board approval.
- E. Priority of Payment. PSAD shall satisfy its payment obligation under this Article to CUE in the following order of priority: (1) to reimburse CUE pursuant to Paragraph C of this Article for sums due and owing for previous months; (2) to reimburse CUE pursuant to Paragraph C of this Article for sums due and owing for the current month; (3) to pay CUE pursuant to Paragraph A of this Article for installment payments due and owing for previous months; and (4) to pay CUE pursuant to Paragraph A of this Article for installment payments due and owing for the current month.
- F. No Related Parties or Common Control. In interpreting this Agreement and in the provision of the required services, CUE shall not have any role or relationship with PSAD that, in effect, substantially limits PSAD's ability to exercise its rights, including cancellation rights, under this Agreement. As required by PSAD's Articles of Incorporation and Bylaws, the PSAD Board may not include any director, officer or employee of a management company that contracts with PSAD. In furtherance of such restriction it is agreed between PSAD and CUE

that none of the voting power or the governing body of PSAD will be vested in CUE or its directors, members, managers, officers, shareholders and employees, and PSAD and CUE will not be related parties as defined in Treas. Reg. § 1.150-1 (b).

- G. Other Revenue Sources. To supplement and enhance the state school aid payments, and improve the quality of education at the HFA:SCS, PSAD and CUE shall endeavor to obtain revenue from other sources. In this regard:
 - 1. PSAD may solicit and receive grants, and donations consistent with the HFA:SCS's mission;
 - 2. PSAD and/or CUE may apply for and receive grant money, in the name of CUE or PSAD;
 - 3. To the extent permitted under the Code and the Contract, CUE may, with the prior approval of the PSAD board, charge and retain fees from (a) HFA:SCS students for extra services such as summer programs and (b) non-HFA:SCS students and others who participate in programs or services provided by CUE. To the extent any such fees are paid directly to PSAD, PSAD will promptly remit such fees to CUE. The amount of such fees remitted by PSAD to CUE, less CUE's costs and expenses in providing the additional programs or services, will be considered Additional Compensation as defined in Paragraph A of this Article; and
 - 4. Except for fees described in paragraph 3 above, all funds received by PSAD or by CUE on PSAD's behalf from such other revenue sources shall inure to and be deemed PSAD's property.
- H. <u>Start-up Funds</u>. CUE and the PSAD Board shall, in good faith, work together to identify and agree upon funding sources to be used to cover the HFA:SCS's start-up costs. The parties acknowledge that such costs may include expenses related to the development of a curriculum, technology system and school operations plan; recruiting, selecting and pre-service training of staff members; purchasing of instructional materials and supplies and other materials deemed necessary to initiate the Educational Program. CUE and the PSAD Board agree that start-up costs that are incurred prior to July 1, 2009 will be paid by CUE using funds from the MDE grant received by CUE and PSAD and funds raised by CUE from other sources. If other start-up funds are received by PSAD before July 1, 2009, the PSAD Board must approve the use of such funds for start-up costs. Start-up costs incurred on or after July 1, 2009 will be made a part of the budget submitted for the PSAD Board's approval.
- Other Public School Academies. PSAD acknowledges that CUE may enter into similar management agreements with other public school academies or traditional public schools in the future. CUE shall separately account for reimbursable expenses incurred on the HFA:SCS's behalf and other public school academies, and only charge PSAD for expenses incurred on the HFA:SCS's behalf. If CUE incurs reimbursable expenses on the HFA:SCS's behalf and other public school academies which are incapable of precise allocation between such academies, the CUE shall allocate such expenses among all such academies, including the

HFA SCS, on a pro rata basis based upon the number of students enrolled at such academies, or upon such other equitable basis as is acceptable to the parties.

- J. Financial and Other Reporting. CUE shall provide PSAD with:
 - 1. A projected annual budget prior to each academic year;
 - Detailed statements of all revenues received, from whatever source, with respect to the HFA:SCS, and detailed statements of all direct expenditures for services rendered to or on the HFA:SCS's behalf, whether incurred onsite or off-site, upon request;
 - 3. Assistance with the annual audits that the PSAD Board must conduct in compliance with state law and regulations showing the manner in which funds are spent at the HFA:SCS;
 - 4. Quarterly detailed reporting of revenues and expenditures in the form of: detailed budget-to-actual and balance sheet;
 - 5. Reports on HFA:SCS operations, finances and student performance, upon request, but not less frequently than four (4) times per year, and
 - 6. Other information on a periodic basis to enable the PSAD Board and the Contract Administrator to monitor CUE's educational performance and the efficiency of its operation of the HFA:SCS.
- K. Access to Records. CUE shall keep accurate financial records pertaining to its operation of the HFA:SCS, together with all HFA:SCS financial records prepared by or in the possession of CUE, and retain all such records in accordance with the State Record Retention Policy, Bulletin 522, as amended. CUE and PSAD shall maintain the proper confidentiality of personnel, students and other records as required by law. All HFA:SCS financial records retained by CUE shall be available to either PSAD or the Authorizer Board for inspection and copying upon reasonable request. CUE shall make information concerning the operation and management of the HFA:SCS, including without limitation, the information described in Schedule 6 of the Contract, available to the PSAD as deemed necessary by the PSAD Board in order to enable the PSAD to fully comply with Section 11.16 of the Terms and Conditions of the Contract.
- L. <u>Review of Budget</u>. The PSAD Board shall be responsible for reviewing, revising, and approving the HFA:SCS's annual budget proposed by CUE. CUE shall provide the HFA:SCS budget information and other financial reports in a format required by the PSAD Board or its Contract Administrator.
- M. Maintenance of Financial Accounts. The PSAD Board shall maintain one or more bank accounts for the receipt of funds from the state of Michigan or otherwise for the operation of the HFA:SCS ("HFA:SCS Accounts"). The PSAD Board shall appoint authorized signatories to HFA:SCS Accounts by board resolution, and no CUE agent shall be a signatory to the HFA:SCS accounts. CUE shall maintain a bank account solely to maintain funds for the operation of HFA:SCS ("CUE HFA:SCS Trust Account"), and no CUE corporate funds shall be

maintained in the CUE HFA:SCS Trust Account. Only CUE agents will be authorized signatories to the CUE HFA:SCS Trust Account, and no PSAD Board agent shall be a signatory to the CUE HFA:SCS Trust Account. PSAD and CUE will coordinate efforts to have funds transferred by wire transfer or other means from the HFA:SCS Accounts to the CUE HFA:SCS Trust Account to enable CUE to draw funds from the CUE HFA:SCS Trust Account to fund school operations consistent with the approved budget as amended. PSAD's payment of the Management Fee and Additional Compensation shall be made to CUE's corporate accounts and not the CUE HFA:SCS Trust Account. The funds held on deposit by CUE in its CUE HFA:SCS Trust Account shall be PSAD property, and CUE shall make the account records for the CUE HFA:SCS Trust Account available immediately on request by PSAD.

ARTICLE VI PERSONNEL & TRAINING

- A. <u>Personnel Responsibility</u>. Subject to the Contract, CUE shall have the sole responsibility and authority to select, hire, evaluate, assign, discipline and transfer personnel, consistent with state and federal law.
- B. <u>School Administrator</u>. Because the accountability of CUE to PSAD is an essential foundation of this partnership, and because the responsibility of the School Administrator of the HFA:SCS is critical to its success, CUE will have the authority, consistent with state law, to select and supervise the School Administrator and to hold him or her accountable for the HFA:SCS's success. The employment expectations of the School Administrator, and the duties and compensation of the School Administrator, shall be determined by CUE. The School Administrator and CUE, in turn, will have similar authority to select and hold accountable the teachers and other staff at HFA:SCS.
- C. Teachers. CUE shall provide the HFA:SCS with such teachers, qualified in the grade levels and subjects required, as are required by PSAD; provided that the hiring of such teachers will be in accordance with the approved budgeted line item. The curriculum taught by such teachers will be the curriculum agreed upon by the PSAD Board and CUE, consistent with the Contract. Such teachers may, in CUE's discretion, work at the HFA:SCS on a full or part time basis. If assigned to the HFA:SCS on a part time basis, such teachers may also work at other schools operated by CUE in the future. Each teacher assigned to the HFA:SCS shall hold a valid teaching certificate issued by the state board of education under the Code, to the extent required under the Code.
- D. <u>Support Staff</u>. CUE shall provide the HFA:SCS with such support staff, qualified in the areas required, as are required by PSAD; provided that the hiring of such support staff will be in accordance with the approved budgeted line item. Such support staff may, in CUE's discretion work at the HFA:SCS on a full or part time basis. If assigned to the HFA:SCS on a part time basis, such support staff may also work at other schools operated by CUE in the future.
- E. <u>Training</u>. CUE shall provide training in its methods, curriculum, program, and technology, to all teaching personnel, on a regular and continuous basis. Non-instructional personnel shall receive such training as CUE determines as reasonable and necessary under the circumstances.

ARTICLE VII TERMINATION OF AGREEMENT

- A. <u>Termination by the Parties</u>. Either party may terminate this Agreement at any time without penalty or cause prior to the end of the Term by giving 120 days' written notice of termination to the other party. Unless otherwise agreed by the parties, the termination shall become effective on the day after the last day of the school year, not to extend beyond June 30th, in which the termination notice is given. This Agreement may also be terminated due to the failure to meet the standards set forth in <u>Exhibit B</u>, attached hereto. This Agreement will also be automatically terminated upon the termination of the Building Sublease. If this Agreement is terminated, CUE shall be paid amounts owed or accrued to CUE to complete school operations through the last day of the school year.
- B. <u>Termination Upon Revocation of Contract</u>. If the Contract issued by the Authorizer Board is revoked, not reissued or terminated, this Agreement shall automatically terminate on the same date as the Contract is revoked or terminated without further action of the parties.
- C. Expiration. Upon expiration of this Agreement at the completion of the Term and where there is no renewal, CUE shall have the right to reclaim any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) that were purchased for the HFA:SCS by CUE at its sole cost or expense. Any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) that were purchased for the HFA:SCS by CUE with PSAD funds (including any state school aid, but excluding Management Fee or Additional Compensation funds) or for which CUE received reimbursement from PSAD shall remain PSAD property.
- D. <u>Transition</u>. In the event of termination of this Agreement for any reason by either party or upon revocation of the Contract as provided under Paragraph B before the end of this Agreement's term, CUE shall provide PSAD reasonable assistance for up to 90 days after the termination effective date to assist in the transition. All reasonable costs and expenses incurred by CUE in providing such assistance beyond the termination effective date will be promptly reimbursed by PSAD.

ARTICLE VIII PROPRIETARY INFORMATION

To the extent permitted by law, PSAD agrees that CUE, or third parties from whom it may license any materials, methods, curriculum, or other content, shall own all copyright and other proprietary rights to all instructional materials, training materials, curriculum and lesson plans, and any other materials developed by CUE, its employees, agents or subcontractors, or by any individual working for or supervised by CUE, which is developed during the working hours or during time for which the individual is being paid. CUE, or its licensors, shall have the sole and exclusive right to license such materials for use by other school districts, public school academies, private schools, or customers or to modify and/or sell material to other schools and customers.

ARTICLE IX INDEMNIFICATION

- A. <u>Indemnification of PSAD</u>. CUE shall indemnify and save and hold PSAD and all of its employees (if any), officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any noncompliance by CUE with any agreement, covenants, warranties or undertakings of CUE contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of CUE contained in or made pursuant to this Agreement. In addition, CUE shall reimburse PSAD for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to PSAD.
- B. Indemnification of CUE. To the extent permitted under applicable law, PSAD shall indemnify and save and hold CUE and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any claim that this Agreement or any part there of is in violation of law; any noncompliance by PSAD with any agreements, covenants, warranties or undertakings of PSAD contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of PSAD contained in or made pursuant to this Agreement. In addition, PSAD shall reimburse CUE for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to CUE.
- C. <u>Inability to Open School</u>. Should either party fail to perform the obligations of this Agreement prior to the beginning of the first academic year contemplated under this Agreement, it shall hold the other harmless for the reasonable expenses incurred by that party in preparing for the opening of school operations, provided that such other party has substantially fulfilled all its obligations necessary to the performance, including but not limited to securing such waivers as may be necessary for CUE to be in operation and approving CUE's recommendation for selection of the HFA:SCS's school personnel.
- D. <u>Indemnification for Negligence</u>. Each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party, its trustees, directors, officers, employees, agents, or representatives.
- E. Indemnification of Grand Valley State University. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and

not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the PSAD or CUE, or which arise out of the failure of the PSAD to perform its obligations under the Contract issued to the PSAD by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.

ARTICLE X INSURANCE

- A. <u>Insurance Coverage</u>. PSAD shall secure and maintain the normal general liability and umbrella insurance coverage's in the amounts required by the Contract, with CUE listed as an additional insured.
- B. <u>Workers' Compensation Insurance</u>. Each party shall maintain workers' compensation insurance as required by law, covering their respective employees.
- C. <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article. Each party shall comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE XI WARRANTIES AND REPRESENTATIONS

Each party represents that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that its actions have been duly and validly authorized, and that it will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE XII ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

Any and all disputes between the parties, concerning any alleged breach of this Agreement, or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement, shall be resolved first, by authorized representatives of PSAD and CUE. Second, if the good faith attempt of the parties to resolve the dispute is unsuccessful, the parties will seek mediation with the selected mediator approved by both parties and costs shared equally. And third, if mediation is unsuccessful or extends beyond ninety days from the parties' initial meeting to resolve the matter, by arbitration, which, at this point shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three persons, one person selected by the PSAD Board, one person selected by CUE and one person selected by the other

two arbitrators. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association, with such variations as the parties and arbitrator unanimously accept. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction.

ARTICLE XIII MISCELLANEOUS

- A. <u>Sole Agreement</u>. This Agreement supersedes and replaces any and all prior agreements and understandings between PSAD and CUE on the subject matter hereof.
- B. <u>Force Majeure</u>. Neither party shall be liable if the performance of any part or all of this Agreement is prevented, delayed, hindered or otherwise made impracticable or impossible by reason of any strike, flood, riot, fire, explosion, war or act of God.
- C. <u>Notices</u>. All notices, demands, requests and consents under this Agreement shall be in writing, shall be delivered to each party and shall be effective when received by the parties or mailed to the parties at their respective addresses set forth below, or at such other address as may be furnished by a party to the other party:

If to CUE:

Creative Urban Education c/o Henry Ford Learning Institute P.O. Box 1935 20900 Oakwood Blvd. Dearborn, MI 48121-1935

If to PSAD:

Public School Academies of Detroit Board 600 Antoinette

Detroit, MI 48202

With a copy to:

Public School Academies of Detroit

Contract Administrator

P.O. Box 6349 Plymouth, MI 48170

- D. <u>Severability</u>. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.
- E. <u>Successors and Assigns</u>. This Agreement shall be binding upon, and inure to the benefit of the parties and their respective successors and assigns.
- F. Entire Agreement. This Agreement is the entire agreement between the parties relating to the services provided by the parties and the compensation to be paid for such services. This Agreement supersedes any prior written or oral agreements between the parties, including the Management Agreement dated January 9, 2009.

- G. Non-Waiver. The failure of a party in exercising any right, power or privilege under this Agreement shall not affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the parties under this Agreement are cumulative and not exclusive of any rights or remedies which any of them may otherwise have.
- H. Governing Law. This Agreement shall be governed by and enforced in accordance with the laws of the state of Michigan.

The parties have executed this Agreement as of the day and year first above written.

CREATIVE URBAN EDUCATION

Richard L. Ropers

Chairman, Board of Directors

Date: 422/10

PUBLIC SCHOOL ACADEMIES OF

DETROIT

Edward Parks

President, Board of Directors

Date:

EXHIBIT A

MANAGEMENT FEE

| Year | Annual Management Fee | HFLI Services Agreement Cost Component of the Annual Management Fee |
|---------|---|---|
| 2009-10 | \$40,000 plus HFLI Services Agreement Cost Component | |
| 2010-11 | \$70,000 plus HFLI Services Agreement Cost Component | \$194,750 |
| 2011-12 | \$85,000 plus HFL1 Services Agreement Cost Component | \$245,000 |
| 2012-13 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 |
| 2013-14 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment* |
| 2014-15 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |
| 2015-16 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |
| 2016-17 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |
| 2017-18 | \$100,000 plus HFLI Services Agreement Cost Component | \$320,000 plus the CPI Adjustment |

^{* &}quot;CPI Adjustment" means the product of \$320,000 and a fraction, the numerator of which is the CPI as of September of the school year in question less the CPI as of September 2012, and the denominator of which is the CPI as of September 2012. "CPI" means the Revised Consumer Price Index All Urban Consumers (All Items) for Detroit, Michigan (1982-1984 = 100). Notwithstanding the foregoing, in no event shall the HFLI Services Agreement Cost Component of the Annual Management Fee for any school year be more than 5% greater than the HFLI Services Agreement Cost Component of the Annual Management Fee for the immediately preceding year.

EXHIBIT B

Early Termination Based on Failure to Meet Educational Standards. If (i) CUE fails to meet in any school year during the Term any one or more of the standards relating to its operation of the HFA:SCS located within the Subleased Premises set forth in A, B or C below (those performance standard(s) which CUE fails to meet in such school year are collectively referred to herein as the "Failed Standards"), (ii) TEF-SIX, LLC, within thirty (30) days after it has been determined that CUE failed to meet such Failed Standards, gives CUE written notice that the Building Sublease will terminate if CUE fails to meet in the immediately succeeding school year any of the Failed Standards, and (iii) CUE fails to meet in such subsequent school year any of the Failed Standards (the "Second Failure"), the Building Sublease shall terminate effective as of the end of the school year in which the Second Failure occurs unless TEF-SIX, LLC otherwise revokes such termination:

A. Graduation Rate:

- 1. 80% of the freshman students entering the high school in the fall of 2009 shall graduate from the high school in June of 2013 or earlier;
- 2. 83.33% of the freshman students entering the high school in the fall of 2010 shall graduate from the high school in June of 2014 or earlier;
- 3. 86.67% of the freshman students entering the high school in the fall of 2011 shall graduate from the high school in June of 2015 or earlier;
- 4. 90% of the freshman students entering the high school in the fall of 2012 shall graduate from the high school in 2016 or earlier; and
- With respect to any school year following the school year that began in the fall of 2012, either (a) 90% of the freshman students entering the high school in such school year shall graduate from the high school in four (4) years or earlier or (b) the average annual graduation rate (e.g., the percentage of students who graduate from the high school in four years or earlier) for such school year and the two immediately preceding school years is at least 90%;

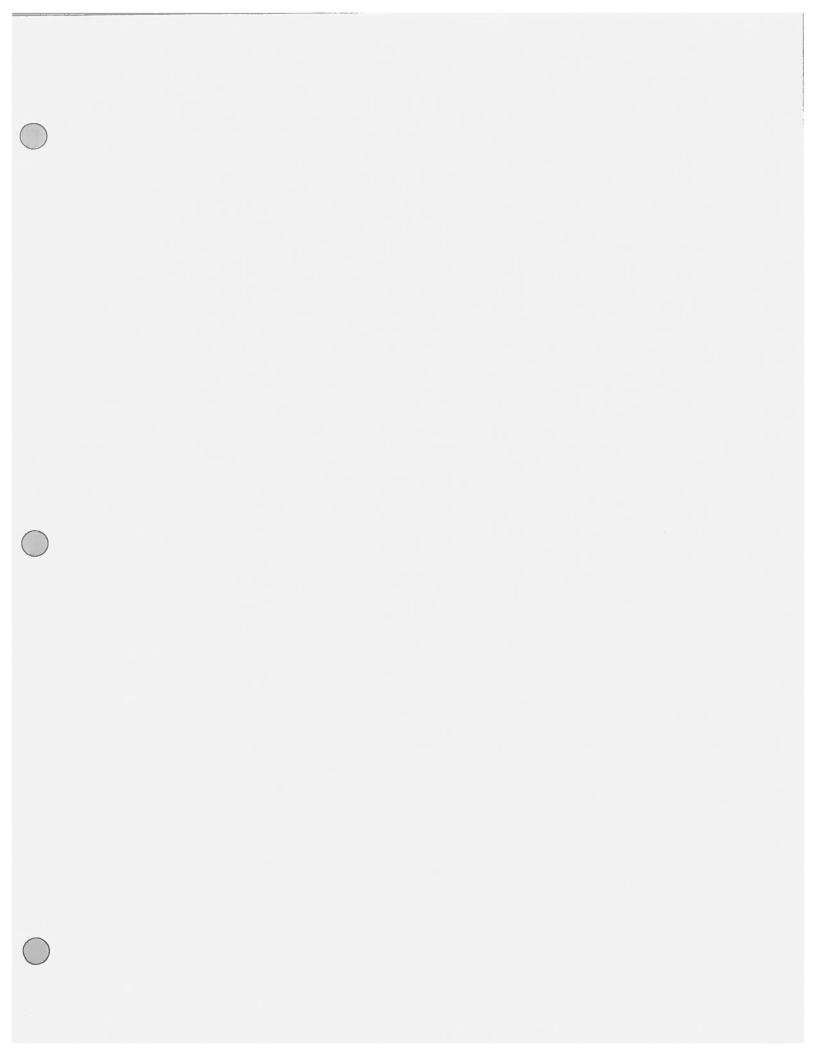
B. Re-enrollment Rate:

- 1. For every freshman class subsequent to the class of 2009, the enrollment rate for the following school year and each year thereafter shall be at a rate such that the graduation rates specified in this subsection A above can be mathematically obtained; and
- C. Post-Secondary Education Rate:
 - 1. 80% of the graduates of the class of 2013 shall enroll in college or other post-secondary studies;
 - 2. 83.3% of the graduates in the class of 2014 shall enroll in college or other post-secondary studies;

- 3. 86.67% of the graduates of the class of 2015 shall enroll in college or other post-secondary studies;
- 4. 90% of the graduates of the class of 2016 shall enroll in college or other post-secondary studies; and
- 5. With respect to the graduates of each class after the class of 2016, either (a) 90% of the graduates of such class shall enroll in college or other post-secondary studies or (b) the average annual percentage of the graduates of such class and the two immediately preceding classes that are enrolled in college or other post-secondary studies is at least 90%.

If (i) the enrollment of any incoming freshman class for any school year during the term of the Building Sublease shall be less than 100 students, (ii) the average daily attendance rate during any school year is less than 90% or (iii) any senior class at the high school shall have an average ACT score of less than 18, then an action plan will be developed by CUE and upon approval by the PSAD Board, will be pursued by CUE. In no event shall the occurrence of any of the events described in (i), (ii) or (iii) of the immediately preceding sentence or the failure to develop or pursue any action plan described above provide a basis for termination under this Agreement. The PSAD Board, the Contract Administrator and CUE shall develop mutually acceptable guidelines for calculating the Graduation, Re-enrollment and Post-Secondary Education Rates.

(E) CREATE TO TRANSPORT AND ADMINISTRA



MANAGEMENT AGREEMENT BETWEEN CREATIVE URBAN EDUCATION AND THE PUBLIC SCHOOL ACADEMIES OF DETROIT

This Educational Management Company Agreement ("Agreement") is made and entered into as of the 2 th day of January, 2009 by and between Creative Urban Education, Inc., a Michigan non-profit corporation ("CUE"), and the Public School Academies of Detroit, a Michigan non-profit corporation (the "PSAD").

The following is a recital of facts underlying this Agreement:

The PSAD is organized to operate urban high school academies in Detroit pursuant to the Michigan Revised School Code, Part 6C (the "Code"). The PSAD has issued a contract, as defined in the Code (the "Contract"), by the Board of Trustees of Grand Valley State University (the "Authorizer Board") on December 14, 2007, as amended, to organize and operate urban high school academies.

CUE is a nonprofit corporation founded with the purpose of bringing a new model of urban schools to the state of Michigan.

The PSAD and CUE desire to create an enduring educational partnership, whereby the PSAD and CUE will work together to bring educational excellence and innovation to one of the PSAD urban high school academies, The Henry Ford Academy: School for Creative Studies ("HFA:SCS") based on CUE's school design and capacity to implement and manage a comprehensive educational program.

To pursue this purpose, the parties desire to implement an arrangement for HFA:SCS, an urban high school academy, management and operation.

Therefore, it is mutually agreed as follows:

ARTICLE I CONTRACTING RELATIONSHIP

- A. <u>Authority</u>. The PSAD is authorized by law to contract with a private entity for the provision of educational management services. The PSAD further has been granted the Contract by the Authorizer Board to organize and operate an urban high school academy. The PSAD is therefore authorized by the Authorizer Board to supervise and control such academy, and is invested with the powers set forth under the Code to carry out the educational program contemplated in this Agreement. Notwithstanding anything to the contrary in this Agreement, the PSAD's Board of Directors ("PSAD Board"), pursuant to the Code and in accordance with the Contract, shall be accountable for the HFA:SCS's overall oversight, monitoring and supervision; strategic planning; policies; and budgeting.
- B. <u>Contract</u>. The PSAD contracts with CUE, to the extent permitted by law, the Contract, and as otherwise provided in the Contract Administration Agreement dated August 28, 2008 between PSAD and the Thompson Educational Foundation (the "Contract Administrator"),

to provide all functions relating to the provision of educational services and the management and operation of the HFA:SCS as further set forth or limited herein.

C. Status of the Parties. CUE is a nonprofit corporation, organized and existing under the laws of the state of Michigan, and is not a division or a part of the PSAD. The PSAD is a nonprofit corporation, organized and existing under the laws of the state of Michigan. Pursuant to Code, the PSAD is a body corporate and governmental agency of the State of Michigan, and is not division or part of CUE. The relationship between CUE and the PSAD is based solely on the terms of this Agreement, and the terms of any other agreements between them. In performing its duties under this Agreement, it is mutually understood and agreed that CUE shall at all times be acting and performing as an independent contractor. Nothing in this Agreement is intended to create an employer/employee relationship, partnership or joint venture relationship between the parties.

ARTICLE II TERM

- A. <u>Term.</u> The term of this Agreement (the "Term") shall commence on July 1, 2009 or the corresponding commencement date of the term for HFA:SCS identified in the Contract, whichever is earlier, ("Commencement Date") and end on June 30, 2018, unless earlier terminated or further extended in accordance with this Agreement. For purposes of this Agreement, "academic year" or "school year" shall mean the fiscal year beginning July 1 and ending June 30 of the following year.
- B. <u>Renewal</u>. This Agreement will be eligible for renewal at the time the Contract is eligible for renewal. In the event of renewal, the Management Fee will be reviewed and may be revised, subject to the written approval of PSAD and CUE.

ARTICLE III CUE FUNCTIONS AND RESPONSIBILITIES

- A. Responsibility. CUE shall be responsible and accountable to the PSAD Board and its Contract Administrator for the HFA:SCS's administration, operation and performance. On and after the Commencement Date, CUE shall be responsible for the HFA:SCS's day-to-day management and shall undertake such responsibilities in good faith and in the HFA:SCS's best interests. CUE is granted such power and authority on PSAD's behalf that is reasonably necessary or appropriate to perform its obligations under this Agreement, subject to the express limitations stated in this Agreement, the Code, and the Contract. Except as expressly stated herein, the descriptions of CUE's power and authority stated in this Article III are not intended to limit or restrict other powers and authority which may be necessary or appropriate for CUE to perform its obligations under this Agreement. Nothing in this Agreement shall be construed to confer upon CUE authority to act where the Code requires official action by the PSAD Board.
- B. <u>Educational Program</u>. Consistent with the Code, the Contract and the HFA:SCS Goals (as defined in Section G of this Article III), the educational program(s) and program(s) of instruction (collectively, the "Educational Program") provided by CUE at the HFA:SCS may be adapted and modified by CUE from time to time, it being understood that an essential principle of this Educational Program is its flexibility, adaptability and capacity to change in the interest of

- continuous improvement and efficiency, and that PSAD and CUE are interested in results and not inflexible prescriptions; provided that any modification must be consistent with the Contract and any substantial changes to the Educational Program may require a Contract amendment. The PSAD Board, including its Contract Administrator, shall be consulted before any substantial adaptation or modification to the Educational Program. Where the Code requires PSAD action in connection with the educational program, CUE shall advise the PSAD Board, including its Contract Administrator, that such action is required and shall, consistent with the terms of this Agreement, carry out the direction of the PSAD Board.
- C. <u>Specific Functions</u>. CUE shall be responsible for the HFA:SCS's management, operation, administration and Education Program. Such functions include, but are not limited to:
 - Implementation and administration of the Educational Program, including
 the selection and acquisition of instructional materials, equipment and
 supplies, and the administration of any and all extra-and co-curricular
 activities and programs approved by the PSAD Board;
 - Management of all personnel functions, including professional development for the School Administrator and all instructional personnel and the personnel functions outlined in Article VI;
 - 3. Operation of the Subleased Premises (defined hereafter) and the installation of technology integral to school design;
 - 4. All aspects of the HFA:SCS's business administration; and
 - 5. Any other function necessary or expedient for the HFA:SCS's administration.
- Subcontracts. CUE reserves the right to subcontract any and all aspects of D. services it agrees to provide to the HFA:SCS. However, CUE shall not subcontract the management, oversight or operation of the teaching and instructional program, except as specifically permitted in this Agreement or with the PSAD Board's prior written approval. CUE also reserves the right to subcontract to Henry Ford Learning Institute ("HFLI")services related to curriculum, technology, and all other services consistent with HFLI's rights and duties under the Education Network Services Agreement to be executed by CUE and HFLI (the "HFLI Network Services Agreement"). Without limiting CUE's rights under the preceding sentence, CUE may subcontract to HFLI the development, creation, and modification of curricula, technology and procedures to be recommended for HFA:SCS. The total cost for such services and technology provided pursuant to the HFLI Network Services Agreement is the amount equal to (a) four percent, multiplied by (b) the amount of the state school aid received by PSAD for the particular students enrolled in the HFA:SCS less the amount the Authorizer Board receives for its oversight responsibilities as described in the Contract. CUE acknowledges that PSAD has no privity of contract with HFLI and shall hold PSAD harmless from claims of HFLI regarding the The amount paid by PSAD for such services and HFLI Network Services Agreement. technology provided pursuant to the HFLI Network Services Agreement is not a service fee, Management Fee (as herein defined) or Additional Compensation (as herein defined) paid to CUE, but rather payment to reimburse CUE's actual expenses, without any additional fee or

surcharge, to obtain the right to use the services and technology provided pursuant to the HFLI Network Services Agreement.

- E. <u>Placement of Performance</u>. CUE reserves the right to perform functions other than instruction, such as purchasing, professional development, and administrative functions, offsite at other CUE locations, unless prohibited by the Code, the Contract, or other applicable law.
- F. <u>Student Recruitment</u>. CUE shall be responsible for the recruitment of students subject to the PSAD's recruitment and admission policies. Students shall be selected in accordance with the procedures set forth in the Contract and in compliance with the Code and other applicable law.
- G. <u>Legal Requirements</u>. The parties acknowledge that the Contract establishes certain educational goals ("HFA:SCS Goals") for the HFA:SCS to achieve and the methods to provide the Educational Program in a manner that will reasonably meet (i) all applicable federal, and state laws and rules and regulations applicable to the HFA:SCS ("Applicable Law"), and (ii) the requirements imposed upon PSAD under the Code and the Contract (unless such requirements are or have been waived) and (iii) the HFA:SCS Goals.
- H. <u>Due Process Hearings</u>. CUE shall cooperate with the PSAD Board in meeting PSAD's obligations to provide students with all necessary due process hearings in conformity with Applicable Law, including matters relating to discipline, special education, confidentiality and access to records.
- I. <u>Rules & Procedures</u>. CUE shall recommend reasonable rules, regulations and procedures applicable to the HFA:SCS and is authorized and directed to enforce such rules, regulations and procedures that are adopted by the PSAD Board.
- J. <u>School Year and School Day</u>. In accordance with the Contract and applicable law, the school year and the school day shall be determined each year by the PSAD Board.
- K. <u>Authority</u>. CUE shall have the authority and power necessary to undertake its responsibilities under this Agreement except in the case(s) wherein such power may not be delegated by law.
- L. <u>Compliance With Applicable Law and the Contract</u>. In carrying out its responsibilities hereunder, CUE shall observe and comply with, and cooperate with the PSAD Board and its Contract Administrator in complying with the Contract and Applicable Law. CUE agrees to perform its duties and responsibilities under this Agreement in a manner consistent with the PSAD's obligations under the Contract issued by the Authorizer Board. The provisions of the Contract shall supersede any competing or conflicting provisions in this Agreement.
- M. <u>Building Facility</u>. It is anticipated that the middle school and high school grades of the HFA:SCS will be located in suites 101, 102, 201, 301 and 401 in a renovated building facility, commonly known as the Argonaut Building, pursuant to a Sublease between TEF-SIX, LLC, a Michigan limited liability company ("TEF-SIX") and Argonaut Building Master Tenant, LLC, a Michigan limited liability company (the "Master Tenant") located at 465-485 West Milwaukee, Detroit Michigan 48202 (the "Building Sublease"). TEF-SIX will also sublease the

gymnasium from Master Tenant to be constructed adjacent to the Argonaut Building and CUE will sublease such gymnasium from TEF-SIX (the "Gymnasium Sublease"). The building and gymnasium are collectively referred to as the "Subleased Premises." TEF-SIX is a single member limited liability company whose single member is the Contract Administrator. The Contract Administrator will provide a limited guaranty of TEF-SIX's obligations under the Building Sublease. TEF-SIX will sublease the Subleased Premises to CUE and CUE is obligated, pursuant to Article III, Section N below, to provide the Subleased Premises to the PSAD for the operation of the HFA:SCS's middle school and high school grades.

N. Right of Entry. Pursuant to Article III, Section M, of this Agreement, CUE grants to PSAD and its agents, board members, employees, invitees, and students, unconditional permission for the Term of this Agreement to enter upon and use the Subleased Premises for the operation of the HFA:SCS for all purposes contemplated by the Contract issued by the Authorizer Board, including permission to bring upon the Subleased Premises any and all materials, supplies and furniture required to operate the HFA:SCS, and to conduct educational activities on the Subleased Premises, including without limitation, any and all activities which are principal, ancillary, customary and incidental to operating a public school; provided, however, that if the Gymnasium Sublease terminates before this Agreement terminates, PSAD's right of entry to the gymnasium likewise terminates. CUE shall not charge PSAD any License or Right of Entry Fee. The operation of all school activities shall be done in accordance with all applicable laws, this Agreement, and the Contract.

ARTICLE IV

OBLIGATIONS OF THE PSAD BOARD

The PSAD Board shall exercise good faith in considering the recommendations of CUE including, but not limited to, CUE's recommendations concerning policies, rules, regulations, procedures, curriculum, and budgets.

ARTICLE V COMPENSATION FOR SERVICES

A. <u>Compensation for Services</u>. PSAD agrees that CUE shall be entitled to an annual fee for services provided each academic year under this Agreement, in accordance with the fee schedule set forth on the attached <u>Exhibit A</u> ("Management Fee"). During any academic year, CUE may irrevocably waive any or all of the Management Fee at its sole option. Payment or waiver of the Management Fee will not preclude the payment of Additional Compensation by PSAD if additional compensation is permitted or specified elsewhere in this Agreement or in any other agreements between the parties. "Additional Compensation" means additional funds paid by PSAD to CUE, or funds collected by PSAD and remitted to CUE, for services or programs conducted by CUE. Additional Compensation does not include funds to cover CUE's costs or expenses in conducting such services or programs, nor does it include the amount of funds collected directly by CUE from users of, or participants in, such services or programs. In no event will the Additional Compensation paid by PSAD to CUE in an academic year exceed 25% of the Management Fee for that same academic year.

- B. <u>Reasonable Compensation</u>. PSAD acknowledges and agrees that compensation payable to CUE under this Agreement is reasonable compensation for the services to be rendered by CUE to PSAD under this Agreement. CUE's compensation for services under this Agreement will not be based, in whole or in part, on a share of net profits from the HFA:SCS's operation.
- Payment of Costs. CUE will be solely responsible for preparing the annual C. budget and budget amendments thereto for CUE's operation of the HFA:SCS and timely submit the annual budget and amendments to the PSAD Board for consideration and approval. Except as otherwise provided in this Agreement, PSAD shall fully fund the budget, as may be amended, the PSAD Board approves for CUE's operation of the HFA:SCS. compensation described in paragraph A of this Article, CUE shall receive reimbursement from PSAD for all costs and expenses incurred and paid by CUE in providing the Educational Services, administrative services and other goods and services pursuant to this Agreement. Such costs include, but are not limited to, salaries for all personnel, curriculum materials, instructional materials, textbooks, library books, computer and other equipment, software, supplies, transportation, special education, building, maintenance, psychological services and medical services, rent and other sums payable pursuant to the Building Sublease and Gymnasium Sublease, and the cost of maintaining, repairing and operating the Subleased Premises. In paying costs and expenses on PSAD's behalf, CUE shall not charge an added fee unless such fee is approved in advance by the PSAD Board and, provided further, that such fees shall be considered Additional Compensation as defined in Paragraph A of this Article. In the event that CUE requests reimbursement under this Agreement for expenses that are not identified in the approved budget, CUE shall timely present invoices to the PSAD Board. Until the PSAD Board approves a CUE reimbursement request under this Agreement for expenses that are not identified in the approved budget, PSAD will have no obligation to pay such reimbursement.
- D. <u>Time and Priority of Payment</u>. CUE shall receive its compensation pursuant to Paragraph A of this Article in eleven (11) installments beginning in October of each academic year and ending in August of such academic year. Such installment amounts shall be due and payable within ten (10) days of receipt by PSAD of each of its state school aid payments. Payments due and owing to CUE for invoices submitted pursuant to Paragraph C of this Article and approved by the PSAD Board shall be made by PSAD to CUE on the last day of each month, after PSAD Board approval.
- E. PSAD shall satisfy its payment obligation under this Article to CUE in the following order of priority: (1) to reimburse CUE pursuant to Paragraph C of this Article for sums due and owing for previous months; (2) to reimburse CUE pursuant to Paragraph C of this Article for sums due and owing for the current month; (3) to pay CUE pursuant to Paragraph A of this Article for installment payments due and owing for previous months; and (4) to pay CUE pursuant to Paragraph A of this Article for installment payments due and owing for the current month.
- F. No Related Parties or Common Control. In interpreting this Agreement and in the provision of the required services, CUE shall not have any role or relationship with PSAD that, in effect, substantially limits PSAD's ability to exercise its rights, including cancellation rights, under this Agreement. As required by PSAD's Articles of Incorporation and Bylaws, the PSAD Board may not include any director, officer or employee of a management company that contracts with PSAD. In furtherance of such restriction it is agreed between PSAD and CUE

that none of the voting power or the governing body of PSAD will be vested in CUE or its directors, members, managers, officers, shareholders and employees, and PSAD and CUE will not be related parties as defined in Treas. Reg. § 1.150-1 (b).

- G. Other Revenue Sources. To supplement and enhance the state school aid payments, and improve the quality of education at the HFA:SCS, PSAD and CUE shall endeavor to obtain revenue from other sources. In this regard:
 - 1. PSAD may solicit and receive grants, and donations consistent with the HFA:SCS's mission;
 - PSAD and/or CUE may apply for and receive grant money, in the name of CUE or PSAD;
 - To the extent permitted under the Code and the Contract, CUE may, with the prior approval of the PSAD board, charge and retain fees from (a) HFA:SCS students for extra services such as summer programs and (b) non-HFA:SCS students and others who participate in programs or services provided by CUE. To the extent any such fees are paid directly to PSAD, PSAD will promptly remit such fees to CUE. The amount of such fees remitted by PSAD to CUE, less CUE's costs and expenses in providing the additional programs or services, will be considered Additional Compensation as defined in Paragraph A of this Article; and
 - 4. Except for fees described in paragraph 3 above, all funds received by PSAD or by CUE on PSAD's behalf from such other revenue sources shall inure to and be deemed PSAD's property.
- H. Start-up Funds. CUE and the PSAD Board shall, in good faith, work together to identify and agree upon funding sources to be used to cover the HFA:SCS's start-up costs. The parties acknowledge that such costs may include expenses related to the development of a curriculum, technology system and school operations plan; recruiting, selecting and pre-service training of staff members; purchasing of instructional materials and supplies and other materials deemed necessary to initiate the Educational Program. CUE and the PSAD Board agree that start-up costs that are incurred prior to July 1, 2009 will be paid by CUE using funds from the MDE grant received by CUE and PSAD and funds raised by CUE from other sources. If other start-up funds are received by PSAD before July 1, 2009, the PSAD Board must approve the use of such funds for start-up costs. Start-up costs incurred on or after July 1, 2009 will be made a part of the budget submitted for the PSAD Board's approval.
- I. Other Public School Academies. PSAD acknowledges that CUE may enter into similar management agreements with other public school academies or traditional public schools in the future. CUE shall separately account for reimbursable expenses incurred on the HFA:SCS's behalf and other public school academies, and only charge PSAD for expenses incurred on the HFA:SCS's behalf. If CUE incurs reimbursable expenses on the HFA:SCS's behalf and other public school academies which are incapable of precise allocation between such academies, the CUE shall allocate such expenses among all such academies, including the

HFA:SCS, on a pro rata basis based upon the number of students enrolled at such academies, or upon such other equitable basis as is acceptable to the parties.

- J. Financial and Other Reporting. CUE shall provide PSAD with:
 - 1. A projected annual budget prior to each academic year;
 - Detailed statements of all revenues received, from whatever source, with respect to the HFA:SCS, and detailed statements of all direct expenditures for services rendered to or on the HFA:SCS's behalf, whether incurred onsite or off-site, upon request;
 - 3. Assistance with the annual audits that the PSAD Board must conduct in compliance with state law and regulations showing the manner in which funds are spent at the HFA:SCS;
 - 4. Quarterly detailed reporting of revenues and expenditures in the form of: detailed budget-to-actual and balance sheet;
 - 5. Reports on HFA:SCS operations, finances and student performance, upon request, but not less frequently than four (4) times per year; and
 - 6. Other information on a periodic basis to enable the PSAD Board and the Contract Administrator to monitor CUE's educational performance and the efficiency of its operation of the HFA:SCS.
- K. Access to Records. CUE shall keep accurate financial records pertaining to its operation of the HFA:SCS, together with all HFA:SCS financial records prepared by or in the possession of CUE, and retain all such records in accordance with the State Record Retention Policy, Bulletin 522, as amended. CUE and PSAD shall maintain the proper confidentiality of personnel, students and other records as required by law. All HFA:SCS financial records retained by CUE shall be available to either PSAD or the Authorizer Board for inspection and copying upon reasonable request. CUE shall make information concerning the operation and management of the HFA:SCS, including without limitation, the information described in Schedule 6 of the Contract, available to the PSAD as deemed necessary by the PSAD Board in order to enable the PSAD to fully comply with Section 11.16 of the Terms and Conditions of the Contract.
- L. <u>Review of Budget</u>. The PSAD Board shall be responsible for reviewing, revising, and approving the HFA:SCS's annual budget proposed by CUE. CUE shall provide the HFA:SCS budget information and other financial reports in a format required by the PSAD Board or its Contract Administrator.

ARTICLE VI PERSONNEL & TRAINING

A. <u>Personnel Responsibility</u>. Subject to the Contract, CUE shall have the sole responsibility and authority to select, hire, evaluate, assign, discipline and transfer personnel, consistent with state and federal law.

- B. <u>School Administrator</u>. Because the accountability of CUE to PSAD is an essential foundation of this partnership, and because the responsibility of the School Administrator of the HFA:SCS is critical to its success, CUE will have the authority, consistent with state law, to select and supervise the School Administrator and to hold him or her accountable for the HFA:SCS's success. The employment expectations of the School Administrator, and the duties and compensation of the School Administrator, shall be determined by CUE. The School Administrator and CUE, in turn, will have similar authority to select and hold accountable the teachers and other staff at HFA:SCS.
- C. Teachers. CUE shall provide the HFA:SCS with such teachers, qualified in the grade levels and subjects required, as are required by PSAD; provided that the hiring of such teachers will be in accordance with the approved budgeted line item. The curriculum taught by such teachers will be the curriculum agreed upon by the PSAD Board and CUE, consistent with the Contract. Such teachers may, in CUE's discretion, work at the HFA:SCS on a full or part time basis. If assigned to the HFA:SCS on a part time basis, such teachers may also work at other schools operated by CUE in the future. Each teacher assigned to the HFA:SCS shall hold a valid teaching certificate issued by the state board of education under the Code, to the extent required under the Code.
- D. <u>Support Staff</u>. CUE shall provide the HFA:SCS with such support staff, qualified in the areas required, as are required by PSAD; provided that the hiring of such support staff will be in accordance with the approved budgeted line item. Such support staff may, in CUE's discretion work at the HFA:SCS on a full or part time basis. If assigned to the HFA:SCS on a part time basis, such support staff may also work at other schools operated by CUE in the future.
- E. <u>Training</u>. CUE shall provide training in its methods, curriculum, program, and technology, to all teaching personnel, on a regular and continuous basis. Non-instructional personnel shall receive such training as CUE determines as reasonable and necessary under the circumstances.

ARTICLE VII TERMINATION OF AGREEMENT

- A. <u>Termination by the Parties</u>. Either party may terminate this Agreement at any time without penalty or cause prior to the end of the Term by giving 120 days' written notice of termination to the other party. Unless otherwise agreed by the parties, the termination shall become effective on the day after the last day of the school year, not to extend beyond June 30th, in which the termination notice is given. This Agreement may also be terminated due to the failure to meet the standards set forth in <u>Exhibit B</u>, attached hereto. This Agreement will also be automatically terminated upon the termination of the Building Sublease. If this Agreement is terminated, CUE shall be paid amounts owed or accrued to CUE to complete school operations through the last day of the school year.
- B. <u>Termination Upon Revocation of Contract</u>. If the Contract issued by the Authorizer Board is revoked, not reissued or terminated, this Agreement shall automatically terminate on the same date as the Contract is revoked or terminated without further action of the parties.

- where there is no renewal, CUE shall have the right to reclaim any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) that were purchased for the HFA:SCS by CUE at its sole cost or expense. Any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) that were purchased for the HFA:SCS by CUE with PSAD funds (including any state school aid, but excluding Management Fee or Additional Compensation funds) or for which CUE received reimbursement from PSAD shall remain PSAD property.
- D. <u>Transition</u>. In the event of termination of this Agreement for any reason by either party or upon revocation of the Contract as provided under Paragraph B before the end of this Agreement's term, CUE shall provide PSAD reasonable assistance for up to 90 days after the termination effective date to assist in the transition. All reasonable costs and expenses incurred by CUE in providing such assistance beyond the termination effective date will be promptly reimbursed by PSAD.

ARTICLE VIII PROPRIETARY INFORMATION

To the extent permitted by law, PSAD agrees that CUE, or third parties from whom it may license any materials, methods, curriculum, or other content, shall own all copyright and other proprietary rights to all instructional materials, training materials, curriculum and lesson plans, and any other materials developed by CUE, its employees, agents or subcontractors, or by any individual working for or supervised by CUE, which is developed during the working hours or during time for which the individual is being paid. CUE, or its licensors, shall have the sole and exclusive right to license such materials for use by other school districts, public school academies, private schools, or customers or to modify and/or sell material to other schools and customers.

ARTICLE IX INDEMNIFICATION

- A. <u>Indemnification of PSAD</u>. CUE shall indemnify and save and hold PSAD and all of its employees (if any), officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any noncompliance by CUE with any agreement, covenants, warranties or undertakings of CUE contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of CUE contained in or made pursuant to this Agreement. In addition, CUE shall reimburse PSAD for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to PSAD.
- B. <u>Indemnification of CUE</u>. To the extent permitted under applicable law, PSAD shall indemnify and save and hold CUE and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suite or other forms of liability that may arise out of, or by reason of, any claim that this Agreement or any part there of is in violation of law; any noncompliance by PSAD with any agreements, covenants, warranties

- or undertakings of PSAD contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of PSAD contained in or made pursuant to this Agreement. In addition, PSAD shall reimburse CUE for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to CUE.
- C. <u>Inability to Open School</u>. Should either party fail to perform the obligations of this Agreement prior to the beginning of the first academic year contemplated under this Agreement, it shall hold the other harmless for the reasonable expenses incurred by that party in preparing for the opening of school operations, provided that such other party has substantially fulfilled all its obligations necessary to the performance, including but not limited to securing such waivers as may be necessary for CUE to be in operation and approving CUE's recommendation for selection of the HFA:SCS's school personnel.
- D. <u>Indemnification for Negligence</u>. Each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party, its trustees, directors, officers, employees, agents, or representatives.
- Indemnification of Grand Valley State University. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the PSAD or CUE, or which arise out of the failure of the PSAD to perform its obligations under the Contract issued to the PSAD by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.

ARTICLE X INSURANCE

- A. <u>Insurance Coverage</u>. PSAD shall secure and maintain the normal general liability and umbrella insurance coverage's in the amounts required by the Contract, with CUE listed as an additional insured.
- B. <u>Workers' Compensation Insurance</u>. Each party shall maintain workers' compensation insurance as required by law, covering their respective employees.
- C. <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article. Each party shall comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE XI WARRANTIES AND REPRESENTATIONS

Each party represents that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that its actions have been duly and validly authorized, and that it will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE XII ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

Any and all disputes between the parties, concerning any alleged breach of this Agreement, or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement, shall be resolved first, by authorized representatives of PSAD and CUE. Second, if the good faith attempt of the parties to resolve the dispute is unsuccessful, the parties will seek mediation with the selected mediator approved by both parties and costs shared equally. And third, if mediation is unsuccessful or extends beyond ninety days from the parties' initial meeting to resolve the matter, by arbitration, which, at this point shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three persons, one person selected by the PSAD Board, one person selected by CUE and one person selected by the other two arbitrators. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association, with such variations as the parties and arbitrator unanimously accept. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction.

ARTICLE XIII MISCELLANEOUS

A. <u>Sole Agreement</u>. This Agreement supersedes and replaces any and all prior agreements and understandings between PSAD and CUE on the subject matter hereof.

- B. <u>Force Majeure</u>. Neither party shall be liable if the performance of any part or all of this Agreement is prevented, delayed, hindered or otherwise made impracticable or impossible by reason of any strike, floor, riot, fire, explosion, war or act of God.
- C. <u>Notices</u>. All notices, demands, requests and consents under this Agreement shall be in writing, shall be delivered to each party and shall be effective when received by the parties or mailed to the parties at their respective addresses set forth below, or at such other address as may be furnished by a party to the other party:

If to CUE:

Creative Urban Education

c/o Henry Ford Learning Institute

P.O. Box 1935

20900 Oakwood Blvd. Dearborn, MI 48121-1935

If to PSAD:

Public School Academies of Detroit Board

600 Antoinette

Detroit, MI 48202

With a copy to:

Public School Academies of Detroit

Contract Administrator

P.O. Box 6349

Plymouth, MI 48170

- D. <u>Severability</u>. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.
- E. <u>Successors and Assigns</u>. This Agreement shall be binding upon, and inure to the benefit of, the parties and their respective successors and assigns.
- F. <u>Entire Agreement</u>. This Agreement is the entire agreement between the parties relating to the services provided by the parties and the compensation to be paid for such services.
- G. Non-Waiver. The failure of a party in exercising any right, power or privilege under this Agreement shall not affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the parties under this Agreement are cumulative and not exclusive of any rights or remedies which any of them may otherwise have.
- H. <u>Governing Law</u>. This Agreement shall be governed by and enforced in accordance with the laws of the state of Michigan.

The parties have executed this Agreement as of the day and year first above written.

CREATIVE URBAN EDUCATION

Richard Rogers

Chairman, Board of Directors

Date: Dec 22, 2008

PUBLIC SCHOOL ACADEMIES

DETROIT

Day D

President, Board of Directors

Date: January 5, He

EXHIBIT A

MANAGEMENT FEE

| Year | Annual Management Fee | Monthly installments (11) |
|--------|-----------------------|---------------------------|
| Year 1 | \$40,000 | \$3,636.36 |
| Year 2 | \$70,000 | \$6,363.64 |
| Year 3 | \$85,000 | \$7,727.27 |
| Year 4 | \$100,000 | \$9,090.91 |
| Year 5 | \$100,000 | \$9,090.91 |
| Year 6 | \$100,000 | \$9,090.91 |
| Year 7 | \$100,000 | \$9,090.91 |
| Year 8 | \$100,000 | \$9,090.91 |
| Year 9 | \$100,000 | \$9,090.91 |
| Total | \$795,000 | |

EXHIBIT B

Early Termination Based on Failure to Meet Educational Standards. If (i) CUE fails to meet in any school year during the Term any one or more of the standards relating to its operation of the HFA:SCS located within the Subleased Premises set forth in A, B or C below (those performance standard(s) which CUE fails to meet in such school year are collectively referred to herein as the "Failed Standards"), (ii) TEF-SIX, LLC, within thirty (30) days after it has been determined that CUE failed to meet such Failed Standards, gives CUE written notice that the Building Sublease will terminate if CUE fails to meet in the immediately succeeding school year any of the Failed Standards, and (iii) CUE fails to meet in such subsequent school year any of the Failed Standards (the "Second Failure"), the Building Sublease shall terminate effective as of the end of the school year in which the Second Failure occurs unless TEF-SIX, LLC otherwise revokes such termination:

A. Graduation Rate:

- 1. 80% of the freshman students entering the high school in the fall of 2009 shall graduate from the high school in June of 2013 or earlier;
- 2. 83.33% of the freshman students entering the high school in the fall of 2010 shall graduate from the high school in June of 2014 or earlier;
- 3. 86.67% of the freshman students entering the high school in the fall of 2011 shall graduate from the high school in June of 2015 or earlier;
- 4. 90% of the freshman students entering the high school in the fall of 2012 shall graduate from the high school in 2016 or earlier; and
- 5. With respect to any school year following the school year that began in the fall of 2012, either (a) 90% of the freshman students entering the high school in such school year shall graduate from the high school in four (4) years or earlier or (b) the average annual graduation rate (e.g., the percentage of students who graduate from the high school in four years or earlier) for such school year and the two immediately preceding school years is at least 90%;

B. Re-enrollment Rate:

1. For every freshman class subsequent to the class of 2009, the enrollment rate for the following school year and each year thereafter shall be at a rate such that the graduation rates specified in this subsection A above can be mathematically obtained; and

C. Post-Secondary Education Rate:

- 1. 80% of the graduates of the class of 2013 shall enroll in college or other post-secondary studies;
- 2. 83.3% of the graduates in the class of 2014 shall enroll in college or other post-secondary studies;

- 3. 86.67% of the graduates of the class of 2015 shall enroll in college or other post-secondary studies;
- 4. 90% of the graduates of the class of 2016 shall enroll in college or other post-secondary studies; and
- 5. With respect to the graduates of each class after the class of 2016, either (a) 90% of the graduates of such class shall enroll in college or other post-secondary studies or (b) the average annual percentage of the graduates of such class and the two immediately preceding classes that are enrolled in college or other post-secondary studies is at least 90%.
- If (i) the enrollment of any incoming freshman class for any school year during the term of the Building Sublease shall be less than 100 students, (ii) the average daily attendance rate during any school year is less than 90% or (iii) any senior class at the high school shall have an average ACT score of less than 18, then an action plan will be developed by CUE and upon approval by the PSAD Board, will be pursued by CUE. In no event shall the occurrence of any of the events described in (i), (ii) or (iii) of the immediately preceding sentence or the failure to develop or pursue any action plan described above provide a basis for termination under this Agreement. The PSAD Board, the Contract Administrator and CUE shall develop mutually acceptable guidelines for calculating the Graduation, Re-enrollment and Post-Secondary Education Rates.

BLOOMFIELD 38030-4 962131v2

MANAGEMENT AGREEMENT

This Educational Management Company Agreement ("Agreement") is made and entered into as of the 34 day of December, 2007 by and between New Urban Learning, a Michigan nonprofit corporation ("NUL"), and the Public School Academies of Detroit, a Michigan nonprofit corporation (the "PSAD").

The following is a recital of facts underlying this Agreement:

The PSAD is organized to operate urban high school academies in Detroit pursuant to the Michigan Revised School Code, Part 6C (the "Code"). The PSAD anticipates that it will enter into a contract, as defined in the Code (the "Contract"), with the Board of Trustees of Grand Valley State University (the "Authorizer Board") to organize and operate urban high school academies.

NUL is a nonprofit corporation founded with the purpose of bringing a new model of urban schools to the state of Michigan.

The PSAD and NUL desire to create an enduring educational partnership, whereby the PSAD and NUL will work together to brug educational excellence and innovation to one of the PSAD urban high school academies based on NUL's school design and capacity to implement and manage a comprehensive educational program.

To pursue this purpose, the parties desire to implement an arrangement for the University Prep – Science and Math High School's (the "Academy") management and operation.

Therefore, it is mutually agreed as follows:

ARTICLE I CONTRACTING RELATIONSHIP

- A. <u>Authority</u>. The PSAD is authorized by law to contract with a private entity for the provision of educational management services. The PSAD further has been or will be granted the Contract by the Authorizer Board to organize and operate an urban high school academy. The PSAD is therefore authorized by the Authorizer Board to supervise and control such academy, and is invested with the powers set forth under the Code to carry out the educational program contemplated in this Agreement. Notwithstanding anything contained herein to the contrary, the PSAD's Board of Directors ("Academy Board"), pursuant to the Code and in accordance with the Contract, shall be accountable for the Academy's overall oversight, monitoring and supervision and shall be responsible for the establishment and/or approval of the Academy's strategic planning, policies and budgeting.
- B. <u>Contract</u>. The PSAD contracts to NUL, to the extent permitted by law or as otherwise provided in the Contract Administration agreement between PSAD and the Thompson Educational Foundation (the "Contract Administrator"), all functions relating to the provisions of educational services and the management and operation of the Academy in accordance with the enrollment, age and grade level specifications for the Academy and as further set forth or limited herein.

C. Status of the Parties. NUL is a nonprofit corporation, organized and existing under the laws of the state of Michigan, and is not a division or a part of the PSAD or the Academy. The PSAD is a nonprofit corporation, organized and existing under the laws of the state of Michigan. Pursuant to Code, the PSAD is a body corporate and governmental agency of the State of Michigan, and is not division or part of NUL. The relationship between NUL and the PSAD is based solely on the terms of this Agreement, and the terms of any other agreements between them. In performing its duties under this Agreement, it is mutually understood and agreed that NUL shall be at all times acting and performing as an independent contractor. Nothing in this Agreement is intended to create an employer/employee relationship, partnership or joint venture relationship between the parties.

ARTICLE II TERM

- A. <u>Term.</u> The term of this Agreement (the Term') shall be for three years and commence on July 1, 2008 ("Commencement Date") and end on June 30, 2011, unless earlier terminated in accordance with this Agreement. For purposes of this Agreement, "academic year" shall mean the fiscal year beginning July 1 and ending June 30 of the following year.
- B. <u>Renewal</u>. This Agreement shall be extended for an additional period of two years, unless written notice of intent to terminate or renegotiate is given by either party not less than on hundred twenty (120) days prior to the end of any academic year.

ARTICLE III FUNCTIONS OF NUL

- A. Responsibility. NUL shall be responsible and accountable to the PSAD and its Contract Administrator, for the Academy's administration, operation and performance. On and after the Commencement Date, NUL shall be responsible for the Academy's day-to-day management and shall undertake such responsibilities in good faith and in the Academy's best interests. NUL is granted such power and authority on the Academy's behalf as is reasonably necessary or appropriate to perform its obligations under this Agreement, subject to the express limitations stated in this Agreement. Except as expressly stated herein, the descriptions of NUL's power and authority stated in this Article III are not intended to limit or restrict other powers and authority which may be necessary or appropriate for NUL to perform its obligations under this Agreement. Nothing in this Agreement shall be construed to confer upon NUL authority to act where the Code requires official action by the Academy Board.
- B. Educational Program. Consistent with the Code, the parameters of the Contract and the Academy Goals (as defined in Section G of this Article III), the educational program(s) and program(s) of instruction (collectively, the "Educational Program") provided by NUL at the Academy may be adapted and modified by NUL from time to time, it being understood that an essential principle of this Educational Program is its flexibility, adaptability and capacity to change in the interest of continuous improvement and efficiency, and that the Academy and NUL are interested in results and not inflexible prescriptions. The PSAD, through its Contract Administrator, shall be consulted before any substantial adaptation or modification to the educational program. Where the Code requires PSAD action in connection with the Educational Program, NUL shall advise the PSAD, through its Contract Administrator, that such action is

required and shall, consistent with the terms of this Agreement, carry out the direction of the PSAD.

- C. Specific Functions. NUL shall be responsible for the Academy's management, operation, administration and Education Program. Such functions include, but are not limited to:
 - 1. Implementation and administration of the Educational Program, including the selection and acquisition of instructional materials, equipment and supplies, and the administration of any and all extra-and co-curricular activities and programs;
 - 2. Management of all personnel functions, including professional development for the School Administrator and all instructional personnel and the personnel functions outlined in Article VI;
 - 3. Operation of the school building designated by the Academy Board and the installation of technology integral to school design.
 - 4. All aspects of the Academy's business administration;
 - 5. The provision of food service for the Academy; and
 - 6. Any other function necessary or expedient for the Academy's administration.
- D. <u>Subcontracts</u>. NUL reserves the right to subcontract any and all aspects of services it agrees to provide to the Academy, including, but not limited to food service. However, NUL shall not subcontract the management, oversight or operation of the teaching and instructional program, except as specifically permitted in this Agreement or with the Academy Board's prior written approval.
- E. <u>Placement of Performance</u>. NUL reserves the right to perform functions other than instruction, such as purchasing, professional development, and administrative functions, offsite at other NUL locations, unless prohibited by state or local law.
- F. <u>Student Recruitment</u>. The parties shall be jointly responsible for the recruitment of students subject to agreement on general recruitment and admission policies. Students shall be selected in accordance with the procedures set forth in Contract and in compliance with the Code and other applicable law.
- G. <u>Legal Requirements</u>. The parties acknowledge that the Contract establishes certain educational goals for the Academy to achieve and the methods to provide the Educational Program in a manner that will reasonably meet (i) all applicable federal, state, and local laws and rules and regulations applicable to the Academy ("Applicable Law"), and (ii) the requirements imposed upon the Academy under the Code and the Contract (unless such requirements are or have been waived) and (iii) the Academy Goals.
- H. <u>Due Process Hearings</u>. NUL shall cooperate with the Academy Board in meeting its obligations to provide students with all necessary due process hearings in conformity with

Applicable Law, including matters relating to discipline, special education, confidentiality and access to records.

- I. Rules & Procedures. NUL shall recommend reasonable rules, regulations and procedures applicable to the Academy and is authorized and directed to enforce such rules, regulations and procedures as are adopted by the Academy Board.
- School Year and School Day. The school year and the school day shall be as provided in the application for the Contract submitted to and approved by the Authorizer Board.
- Authority. NUL shall have the authority and power necessary to undertake its responsibilities under this Agreement except in the case(s) wherein such power may not be delegated by law.
- L. Compliance With Applicable Law and the Contract. In carrying out its responsibilities hereunder, NUL shall observe and comply with, and cooperate with the Academy Board and its Contract Administrator in complying with the Applicable Law, including without limitation the laws referenced in Section 503(6) of the Code. NUL agrees to perform its duties and responsibilities under this Agreement in a manner consistent with the PSAD's obligations under the Contract issu

of the Contract shall supersede any competing Showld be

ent.

Μ. Building F will be located in a new c Agreement between TEF Detroit Michigan 48202. single member is the Th Contract Administrator w Five, LLC's obligations u construction of an approx Academy's Middle School nominal amount, and NUL to the PSAD for the opera required for the Academy's related single member lir Administrator, will pay for pect of the Academy Lease and Joint Use ted at 5020 John R. lity company whose Administrator. The imely perform TEF which include the 0 dedicated to the ility to NUL for a additional expense orary facilities are Administrator or a is the Contract ase the temporary

facilities to NUL. NUL wi recommendation and additional expense to the

PSAD for the operation of the Academy's Middle School.

ARTICLE IV OBLIGATIONS OF THE ACADEMY BOARD

The Academy Board shall exercise good faith in adopting the recommendations of NUL including, but not limited to, NUL's recommendations concerning policies, rules, regulations, procedures, curriculum, and budgets.

ARTICLE V COMPENSATION FOR SERVICES

- A. <u>Compensation for Services</u>. The Academy shall pay NUL an annual fee not to exceed 3% of the state school aid that the Academy receives, directly or indirectly, from the State of Michigan pursuant to the State School Aid Act of the 1979, as amended, for the particular students enrolled in the Academy less the amount the Authorizer Board receives for its oversight responsibilities, as described in the contract. Such compensation will not preclude the payment of additional compensation if additional compensation is permitted or specified elsewhere in this Agreement or in any other agreements between the parties ("Additional Compensation"). Notwithstanding any other provision of the Agreement, the total annul management fee plus any Additional Compensation payable to NUL hereunder shall not exceed \$250,000, nor shall such total annual management fee plus any Additional Compensation be less than \$125,000, subject to change by agreement of the parties depending upon changes in annual enrollment.
- B. <u>Reasonable Compensation</u>. The Academy acknowledges and agrees that compensation payable to NUL under this Agreement is reasonable compensation for the services to be rendered by NUL to the Academy under this Agreement. NUL's compensation for services under this Agreement will not be based, in whole or in part, on a share of net profits from the Academy's operation.
- C. Payment of Costs. Except as otherwise provided in this Agreement, the Academy shall fully fund the budget the Academy Board approves for NUL's operation of the Academy. In addition to the Compensation described in paragraph A of this Article, NUL shall receive reimbursement from the Academy for all costs and expenses incurred and paid by NUL in providing the Educational Services, administrative services and other goods and services pursuant to this Agreement. Such costs include, but are not limited to, salaries for all personnel, curriculum materials, instructional materials, textbooks, library books, computer and other equipment, software, supplies, food services, transportation, special education, building payments, maintenance, capital improvements, psychological services and medical services. In paying costs and expenses on the Academy's behalf, NUL shall not charge an added fee unless such fee is approved in advance by the Academy Board and, provided further, that fees shall be considered Additional Compensation as defined in paragraph A of this Article V. The Academy Board may advance funds to NUL for such costs.
- D. <u>Time and Priority of Payment</u>. The compensation due to NUL pursuant to Paragraph A of this Article shall be calculated for each school year at the same time as the State of Michigan calculates the State School Aid, and adjustments to such calculation shall occur at the same time as the State of Michigan makes adjustments to the State School Aid. NUL shall receive its compensation pursuant to Paragraph A of this Article in eleven (11) installments beginning in October of each academic year and ending in August of such academic year. Such installment amounts shall be due and payable within ten (10) days of receipt by the Academy of each of its State School Aid payments. Payments due and owing to NUL pursuant to Paragraph C of this Article shall be made by the Academy to NUL on the last day of each month.
- E. The Academy shall satisfy its payment obligation under this Article to NUL in the following order of priority: (1) to reimburse NUL pursuant to Paragraph C of this Article for

sums due and owing for previous months; (2) to reimburse NUL pursuant to Paragraph C of this Article for sums due and owing for the current month; (3) to pay NUL pursuant to Paragraph A of this Article for installment payments due and owing for previous months; and (4) to pay NUL pursuant to Paragraph A of this Article for installment payments due and owing for the current month.

- F. No Related Parties or Common Control. In interpreting this Agreement and in the provision of the required services, NUL shall not have any role or relationship with the Academy that, in effect, substantially limits the Academy's ability to exercise its rights, including cancellation rights, under this Agreement. As required by the Academy's Articles of Incorporation and Bylaws, the Academy Board may not include any director, officer or employee of a management company that contracts with the Academy. In furtherance of such restriction it is agreed between the Academy and NUL that none of the voting power or the governing body of the Academy will be vested in NUL or its directors, members, managers, officers, shareholders and employees, and the Academy and NUL will not be related parties as defined in Treas. Reg. § 1.150-1 (b).
- G. Other Revenue Sources. To supplement and enhance the State School Aid payments, and improve the quality of education at the Academy, the Academy and NUL shall endeavor to obtain revenue from other sources. In this regard:
 - 1. The Academy may solicit and receive grants, and donations consistent with the Academy's mission;
 - 2. The Academy and/or NUL may apply for and receive grant money, in the name of NUL or the Academy; and
 - 3. To the extent permitted under the Code, NUL may charge fees to students for extra services such as summer programs and charge non Academy students who participate in such programs. Such fees shall be considered Additional Compensation as defined in paragraph A of this Article V.
 - 4. All funds received by the Academy or by NUL on the Academy's behalf from such other revenue sources shall inure to and be deemed the Academy's property.
- H. <u>Start-up Funds</u>. NUL and the Academy Board shall, in good faith, work together to identify and agree upon funding sources to be used to cover the Academy's start-up costs. The parties acknowledge that such costs may include expenses related to the development of a curriculum, technology system and school operations plan; recruiting, selecting and pre-service training of staff members; purchasing of instructional materials and supplies and other materials deemed necessary to initiate the Educational Program.
- I. Other Public School Academies. The Academy acknowledges that NUL may enter into similar management agreements with other public school academies or traditional public schools in the future. NUL shall separately account for reimbursable expenses incurred on the Academy's behalf and other public school academies, and only charge the Academy for expenses incurred on the Academy's behalf. If NUL incurs reimbursable expenses on the Academy's behalf and other public school academies which are incapable of precise allocation

between such academies, the NUL shall allocate such expenses among all such academies, including the Academy, on a pro rata basis based upon the number of students enrolled at such academies, or upon such other equitable basis as is acceptable to the parties.

- J. Financial and Other Reporting. NUL shall provide the Academy with:
 - A projected annual budget prior to each academic year; 1.
 - 2. Detailed statements of all revenues received, from whatever source, with respect to the Academy, and detailed statements of all direct expenditures for services rendered to or on the Academy's behalf, whether incurred onsite or off-site, upon request;
 - 3. Annual audits in compliance with state law and regulations showing the manner in which funds are spent at the Academy;
 - 4. Quarterly detailed reporting of revenues and expenditures in the form of: detailed budget-to-actual and balance sheet;
 - Reports on Academy operations, finances and student performance, upon 5. request, but not less frequently than four (4) times per year; and
 - 6. Other information on a periodic basis to enable the Academy Board and the Contract Administrator to monitor NUL's educational performance and the efficiency of its operation of the Academy.
- K. Access to Records. NUL shall keep accurate financial records pertaining to its operation of the Academy, together with all Academy financial records prepared by or in the possession of NUL, and retain all such records for a period of five (5) years from the close of the fiscal year to which such books, accounts, and records relate. NUL and the Academy shall maintain the proper confidentiality of personnel, students and other records as required by law. All Academy financial records retained by NUL shall be available to either the Academy or the Schedull 4

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 Schedull 6

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 Schedull 6 Authorizer Board for inspection and copying upon reasonable request. NUL shall make information concerning the operation and management of the Academy, including without limitation the information described in Schedule 14 of the Contract, available to the PSAD as deemed necessary by the P!
- L. Review of] revising, and approving the budget information and oth Contract Administrator.

11.16 of the Contract.

A. Personnel R responsibility and authority and transfer personnel, conhall have the sole e, assign, discipline

- B. <u>School Administrator</u>. Because the accountability of NUL to the Academy is an essential foundation of this partnership, and because the responsibility of the School Administrator of the Academy is critical to its success, NUL will have the authority, consistent with state law, to select and supervise the School Administrator and to hold him or her accountable for the Academy's success. The employment contract with the School Administrator, and the duties and compensation of the School Administrator, shall be determined by NUL. The School Administrator and NUL, in turn, will have similar authority to select and hold accountable the teachers in the Academy.
- C. <u>Teachers</u>. NUL shall, consistent with the Education Program and within the parameters of approved Academy budgets, determine the number of teachers, and the applicable grade levels and subjects, required for the Academy's operation. NUL shall provide the Academy with such teachers, qualified in the grade levels and subjects required, as are required by the Academy. The curriculum taught by such teachers will be the curriculum agreed upon by the Academy Board and NUL, consistent with the Contract. Such teachers may, in NUL's discretion, work at the Academy on a full or part time basis. If assigned to the Academy on a part time basis, such teachers may also work at other schools operated by NUL in the future. Each teacher assigned to or retained by the Academy shall hold a valid teaching certificate issued by the state board of education under the Code, to the extent required under the Code.
- D. <u>Support Staff</u>. NUL shall, consistent with the Education Program and within the parameters of approved Academy budgets, determine the number and functions of support staff required for the Academy's operation. NUL shall provide the Academy with such support staff, qualified in the areas required, as are required by the Academy. Such support staff may, in NUL's discretion work at the Academy on a full or part time basis. If assigned to the Academy on a part time basis, such support staff may also work at other schools operated by NUL in the future.
- E. <u>Training</u>. NUL shall provide training in its methods, curriculum, program, and technology, to all teaching personnel, on a regular and continuous basis. Non-instructional personnel shall receive such training as NUL determines as reasonable and necessary under the circumstances.

ARTICLE VII TERMINATION OF AGREEMENT

- A. <u>Termination by the Parties</u>. Either party may terminate this Agreement without cause prior to the end of the Term by giving 120 days' written notice of termination to the other party. Unless otherwise agreed by the parties, the termination shall become effective upon the expiration of the 120 day notice period.
- B. <u>Termination Upon Revocation of Contract</u>. If the Contract issued by the Authorizer Board is revoked or terminated, this Agreement shall automatically terminate on the same date as the Contract is revoked or terminated without further action of the parties.
- C. <u>Expiration</u>. Upon expiration of this Agreement at the completion of the Term and where there is no renewal, NUL shall have the right to reclaim any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines,

telephones) as were purchased by or for the Academy by NUL at its cost or expense. Fixtures and building alterations shall become the Academy's property.

D. <u>Transition</u>. In the event of termination of this Agreement for any reason by either party or upon revocation of the Contract as provided under Paragraph B before the end of this Agreement's term, NUL shall provide the Academy reasonable assistance for up to 90 days to assist in the transition.

ARTICLE VII PROPRIETARY INFORMATION

To the extent permitted by law, the Academy agrees that NUL shall own all copyright and other proprietary rights to all instructional materials, training materials, curriculum and lesson plans, and any other materials developed by NUL, its employees, agents or subcontractors, or by any individual working for or supervised by NUL, which is developed during the working hours or during time for which the individual is being paid. NUL shall have the sole and exclusive right to license such materials for use by other school districts, public school academies, private schools, or customers or to modify and/or sell material to other schools and customers. During the Term, NUL may disclose such proprietary information, including that which is currently in existence as well as that which may be created in the future. Upon expiration of this Agreement, the Academy, however, may continue to use proprietary information developed on the Academy's behalf in the implementation of its ongoing educational program.

ARTICLE IX INDEMNIFICATION

- A. <u>Indemnification of the Academy</u>. NUL shall indemnify and save and hold the Academy and all of its employees, officers, directors, subcontractors and agents (collectively, employees) harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any noncompliance by NUL with any agreement, covenants, warranties or undertakings of NUL contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of NUL contained in or made pursuant to this Agreement. In addition, NUL shall reimburse the Academy for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to the Academy.
- B. <u>Indemnification of NUL</u>. To the extent permitted under applicable law, the Academy shall indemnify and save and hold NUL and all of its employees, officers, directors, subcontractors and age (collectively, "employees") harmless against any and all claims, demands, suite or other forms of liability that may arise out of, or by reason of, any claim that this Agreement or any part there of is in violation of law; any noncompliance by the Academy with any agreements, covenants, warranties or undertakings of the Academy contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of the Academy contained in or made pursuant to this Agreement. In addition, the Academy shall reimburse NUL for any and all legal expenses and costs associated with the

defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to NUL.

- C. <u>Inability to Open School</u>. Should either party fail to perform the obligations of this Agreement prior to the beginning of the first academic year contemplated under this Agreement, it shall hold the other harmless for the reasonable expenses incurred by that party in preparing for the opening of school operations, provided that such other party has substantially fulfilled all its obligations necessary to the performance, including but not limited to securing such waivers as may be necessary for NUL to be in operation and approving NUL's recommendation for selection of the Academy's school personnel.
- D. <u>Indemnification for Negligence</u>. Each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents and representatives, from any and all claims and liabilities which they may incur and which arise our of the negligence of the other party, or the negligence of the other party's trustees, directors, officers, employees, agents, or representatives.
- E. Indemnification of Grand Valley State University. The parties acknowledge and agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the PSAD or NUL, or which arise out of the failure of the PSAD to perform its obligations under the Charter issued to the PSAD by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.

ARTICLE X INSURANCE

- A. <u>Insurance Coverage</u>. The Academy shall secure and maintain the normal general liability and umbrella insurance coverage's in the amounts required by the Contract, with NUL listed as an additional insured.
- B. <u>Workers' Compensation Insurance</u>. Each party shall maintain workers' compensation insurance as required by law, covering their respective employees.

C. <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article. Each party shall comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE XI WARRANTIES AND REPRESENTATIONS

Each party represents that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that its actions have been duly and validly authorized, and that it will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE XII ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

Any and all disputes between the parties, concerning any alleged breach of this Agreement, or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement, shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three persons, including one person who is selected or recommended by the Authorizer Board, one person selected by the Academy Board and one person selected by NUL. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association, with such variations as the parties and arbitrator unanimously accept. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction.

ARTICLE XIII MISCELLANEOUS

- A. <u>Sole Agreement</u>. This Agreement supersedes and replaces any and all prior agreements and understandings between the Academy and NUL on the subject matter hereof.
- B. <u>Force Majeure</u>. Neither party shall be liable if the performance of any part or all of this Agreement is prevented, delayed, hindered or otherwise made impracticable or impossible by reason of any strike, floor, riot, fire, explosion, war or act of God.
- C. <u>Notices</u>. All notices, demands, requests and consents under this Agreement shall be in writing, shall be delivered to each party and shall be effective when received by the parties or mailed to the parties at their respective addresses set forth below, or at such other address as may be furnished by a party to the other party:

If to NUL:

New Urban Learning 600 Antoinette Detroit, MI 48202 If to Academy:

Public School Academies of Detroit Contract Administrator P.O. Box 6349 Plymouth, MI 48170

- D. <u>Severability</u>. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.
- B. Successors and Assigns. This Agreement shall be binding upon, and inure to the benefit of, the parties and their respective successors and assigns.
- F. Entire Agreement. This Agreement is the entire agreement between the parties relating to the services provided by the parties and the compensation to be paid for such services.
- G. Non-Waiver. No failure to a party in exercising any right, power or privilege under this Agreement shall affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any fluther exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the parties under this Agreement are cumulative and not exclusive of any rights or remedies which any of them may otherwise have.
- H. Governing Law. This Agreement shall be governed by and enforced in accordance with the laws of the state of Michigan.

The parties have executed this Agreement as of the day and year first above written.

NEW URBAN LEARNING

Doug Ross

Chairperson Board of Directors

Date: 14/1/07

PUBLIC SCHOOL ACADEMIES OF

DETROM

Edward Parks

President, Board of Directors

Date:

BLOOMPHED SEPITA 19992742

MANAGEMENT AGREEMENT

This Educational Management Company Agreement ("Agreement") is made and entered into as of the 244 day of August, 2008 by and between New Urban Learning, a Michigan nonprofit corporation ("NUL"), and the Public School Academies of Detroit, a Michigan nonprofit corporation (the "PSAD").

The following is a recital of facts underlying this Agreement:

The PSAD is organized to operate urban high school academies in Detroit pursuant to the Michigan Revised School Code, Part 6C (the "Code"). The PSAD anticipates that it will enter into a contract, as defined in the Code (the "Contract"), with the Board of Trustees of Grand Valley State University (the "Authorizer Board") to organize and operate urban high school academies.

NUL is a nonprofit corporation founded with the purpose of bringing a new model of urban schools to the state of Michigan.

The PSAD and NUL desire to create an enduring educational partnership, whereby the PSAD and NUL will work together to bring educational excellence and innovation to one of the PSAD urban high school academies based on NUL's school design and capacity to implement and manage a comprehensive educational program.

To pursue this purpose, the parties desire to implement an arrangement for the University Preparatory Academy (the "Academy") management and operation.

The Academy consists of one High School; one Middle School; and two Elementary Schools designated as Elementary I and Elementary II, for purposes of this agreement.

Therefore, it is mutually agreed as follows:

ARTICLE I CONTRACTING RELATIONSHIP

- A. <u>Authority</u>. The PSAD is authorized by law to contract with a private entity for the provision of educational management services. The PSAD further has been or will be granted the Contract by the Authorizer Board to organize and operate an urban high school academy. The PSAD is therefore authorized by the Authorizer Board to supervise and control such academy, and is invested with the powers set forth under the Code to carry out the educational program contemplated in this Agreement. Notwithstanding anything contained herein to the contrary, the PSAD's Board of Directors ("Academy Board"), pursuant to the Code and in accordance with the Contract, shall be accountable for the Academy's overall oversight, monitoring and supervision and shall be responsible for the establishment and/or approval of the Academy's strategic planning, policies and budgeting.
- B. <u>Contract</u>. The PSAD contracts to NUL, to the extent permitted by law or as otherwise provided in the Contract Administration agreement between PSAD and the Thompson Educational Foundation (the "Contract Administrator"), all functions relating to the provisions of educational services and the management and operation of the Academy in accordance with the

enrollment, age and grade level specifications for the Academy and as further set forth or limited herein.

C. Status of the Parties. NUL is a nonprofit corporation, organized and existing under the laws of the state of Michigan, and is not a division or a part of the PSAD or the Academy. The PSAD is a nonprofit corporation, organized and existing under the laws of the state of Michigan. Pursuant to Code, the PSAD is a body corporate and governmental agency of the State of Michigan, and is not division or part of NUL. The relationship between NUL and the PSAD is based solely on the terms of this Agreement, and the terms of any other agreements between them. In performing its duties under this Agreement, it is mutually understood and agreed that NUL shall be at all times acting and performing as an independent contractor. Nothing in this Agreement is intended to create an employer/employee relationship, partnership or joint venture relationship between the parties.

ARTICLE II TERM

- A. <u>Term.</u> The term of this Agreement (the 'Term') shall be for three years and commence on September 1, 2008 ("Commencement Date") and end on August 30, 2011, unless earlier terminated in accordance with this Agreement. For purposes of this Agreement, "academic year" shall mean the fiscal year beginning July 1 and ending June 30 of the following year.
- B. <u>Renewal</u>. This Agreement shall be extended for an additional period of two years, unless written notice of intent to terminate or renegotiate is given by either party not less than on hundred twenty (120) days prior to the end of any academic year.

ARTICLE III FUNCTIONS OF NUL

- A. Responsibility. NUL shall be responsible and accountable to the PSAD and its Contract Administrator, for the Academy's administration, operation and performance. On and after the Commencement Date, NUL shall be responsible for the Academy's day-to-day management and shall undertake such responsibilities in good faith and in the Academy's best interests. NUL is granted such power and authority on the Academy's behalf as is reasonably necessary or appropriate to perform its obligations under this Agreement, subject to the express limitations stated in this Agreement. Except as expressly stated herein, the descriptions of NUL's power and authority stated in this Article III are not intended to limit or restrict other powers and authority which may be necessary or appropriate for NUL to perform its obligations under this Agreement. Nothing in this Agreement shall be construed to confer upon NUL authority to act where the Code requires official action by the Academy Board.
- B. <u>Educational Program</u>. Consistent with the Code, the parameters of the Contract and the Academy Goals (as defined in Section G of this Article III), the educational program(s) and program(s) of instruction (collectively, the "Educational Program") provided by NUL at the Academy may be adapted and modified by NUL from time to time, it being understood that an essential principle of this Educational Program is its flexibility, adaptability and capacity to change in the interest of continuous improvement and efficiency, and that the Academy and

NUL are interested in results and not inflexible prescriptions. The PSAD, through its Contract Administrator, shall be consulted before any substantial adaptation or modification to the educational program. Where the Code requires PSAD action in connection with the Educational Program, NUL shall advise the PSAD, through its Contract Administrator, that such action is required and shall, consistent with the terms of this Agreement, carry out the direction of the PSAD.

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 - 2. Management of all personnel functions, including professional development for the School Administrator and all instructional personnel and the personnel functions outlined in Article VI;
 - 3. Operation of the school building designated by the Academy Board and the installation of technology integral to school design.
 - 4. All aspects of the Academy's business administration;
 - 5. The provision of food service for the Academy; and
 - 6. Any other function necessary or expedient for the Academy's administration.
- D. <u>Subcontracts</u>. NUL reserves the right to subcontract any and all aspects of services it agrees to provide to the Academy, including, but not limited to food service. However, NUL shall not subcontract the management, oversight or operation of the teaching and instructional program, except as specifically permitted in this Agreement or with the Academy Board's prior written approval.
- E. <u>Placement of Performance</u>. NUL reserves the right to perform functions other than instruction, such as purchasing, professional development, and administrative functions, offsite at other NUL locations, unless prohibited by state or local law.
- F. <u>Student Recruitment</u>. The parties shall be jointly responsible for the recruitment of students subject to agreement on general recruitment and admission policies. Students shall be selected in accordance with the procedures set forth in Contract and in compliance with the Code and other applicable law.
- G. <u>Legal Requirements</u>. The parties acknowledge that the Contract establishes certain educational goals for the Academy to achieve and the methods to provide the Educational Program in a manner that will reasonably meet (i) all applicable federal, state, and local laws and rules and regulations applicable to the Academy ("Applicable Law"), and (ii) the requirements

imposed upon the Academy under the Code and the Contract (unless such requirements are or have been waived) and (iii) the Academy Goals.

- H. <u>Due Process Hearings</u>. NUL shall cooperate with the Academy Board in meeting its obligations to provide students with all necessary due process hearings in conformity with Applicable Law, including matters relating to discipline, special education, confidentiality and access to records.
- I. <u>Rules & Procedures</u>. NUL shall recommend reasonable rules, regulations and procedures applicable to the Academy and is authorized and directed to enforce such rules, regulations and procedures as are adopted by the Academy Board.
- J. <u>School Year and School Day</u>. The school year and the school day shall be as provided in the application for the Contract submitted to and approved by the Authorizer Board.
- K. <u>Authority</u>. NUL shall have the authority and power necessary to undertake its responsibilities under this Agreement except in the case(s) wherein such power may not be delegated by law.
- L. <u>Compliance With Applicable Law and the Contract</u>. In carrying out its responsibilities hereunder, NUL shall observe and comply with, and cooperate with the Academy Board and its Contract Administrator in complying with the Applicable Law, including without limitation the laws referenced in Section 503(6) of the Code. NUL agrees to perform its duties and responsibilities under this Agreement in a manner consistent with the PSAD's obligations under the Contract issued by the Authorizer Board. The provisions of the Contract shall supersede any competing or conflicting provisions contained in this Agreement.
- M. <u>Building Facilities</u>. The Academy High School, Middle School; Elementary I and Elementary II will be operated in separate building facilities.
- 1. The High School aspect of the Academy will be located at 600 Antoinette, Detroit, Michigan 48202, pursuant to a Lease dated June 4, 2003 between the Thompson Educational Foundation and the PSAD, as successor by merger to the University Preparatory Academy, and pursuant to executed landlord consents to extend the lease tenancy dated August 5, 2008 until the lease is reformed. TEF-ONE, LLC, a single member limited liability company whose single member is the Thomson Educational Foundation, will lease the facility to NUL which will in turn sublease the facility to the Public School Academies of Detroit for nominal rent as an express condition to this Agreement. TEF ONE, LLC will sublease the building facility to NUL for a nominal amount, and NUL is obligated to provide the building facility at no additional expense to the PSAD for the operation of the Academy's High School.
- 2. The Middle School aspect of the Academy will be located at 5300 and 5310 St. Antoine, Detroit, Michigan 48202, pursuant to a Lease between the Thompson Educational Foundation and the Public School Academies of Detroit, as successor by merger to the University Preparatory Academy, and pursuant to executed landlord consents to extend the lease tenancy dated August 5, 2008 until the lease is reformed. TEF TWO, LLC, a single member limited liability company whose single member is the Thompson Educational Foundation. TEF TWO, LLC will sublease the building facility to NUL for a nominal amount,

and NUL is obligated to provide the building facility at no additional expense to PSAD for the operation of the Academy's Middle School.

- 3. The Elementary I aspect of the Academy will be located at 957 Holden, Detroit, Michigan 48202. PSAD has subleased this facility from NUL Leasehold Holding I, Inc. pursuant to a sublease dated June 30, 2008. NUL Leasehold Holding I, Inc. is the tenant under a certain Leasehold Installment Purchase Financing Agreement dated as of March 1, 2006 which was assigned and assumed by NUL Leasehold Holding I, Inc pursuant to Omnibus Assignment dated June 30, 2008 and amended and restated pursuant to an Amended and Restated Leasehold Installment Purchase Financing Agreement dated as of June 30, 2008. NUL wholly owns NUL Leasehold Holding I, Inc. PSAD's sublease of Elementary I is a material term to this Agreement, and NUL is obligated to provide the building facility pursuant to the terms of the sublease.
- 4. The Elementary II aspect of the Academy will be located at 435 Amsterdam, Detroit, Michigan 48202, pursuant to a Lease between TEF-FOUR, LLC and an entity related to New Urban Learning located 600 Antoinette, Detroit, Michigan 48202. TEF FOUR, LLC is a single member limited liability company whose single member is the Thompson Educational Foundation. NUL is compelled through this Agreement to grant a Right of Entry in accordance with the provisions of Article III, Section N, to Elementary II to provide the building facility at no additional expense to the PSAD for the operation of Elementary II.
- N. Right of Entry. Pursuant to Article III, Section M(4), of this Agreement, the NUL grants to the Academy and its agents, employees, and invitees, unconditional permission for the term of this Agreement to enter upon and use the property and building facilities located at 435 Amsterdam, Detroit, Michigan 48202 for the operation of the Elementary II aspect of the Academy for all purposes contemplated by the charter contract with GVSU, including permission to bring upon the property any and all materials, supplies and furniture required to operate Elementary II, and to conduct educational activities on the property, including without limitation, any and all activities which are principal, ancillary, customary and incidental to operating the Elementary II aspect of the Academy on the property. The operation of all activities upon the property and within the building facilities shall be done in accordance with all applicable laws, this Agreement, the charter contract with GVSU, and the Code.

ARTICLE IV OBLIGATIONS OF THE ACADEMY BOARD

The Academy Board shall exercise good faith in adopting the recommendations of NUL including, but not limited to, NUL's recommendations concerning policies, rules, regulations, procedures, curriculum, and budgets.

ARTICLE V COMPENSATION FOR SERVICES

- A. Compensation for Services. The Academy shall pay NUL an annual fee not to exceed 3% of the state school aid that the Academy receives, directly or indirectly, from the State of Michigan pursuant to the State School Aid Act of the 1979, as amended, for the particular students enrolled in the Academy less the amount the Authorizer Board receives for its oversight responsibilities, as described in the contract. Such compensation will not preclude the payment of additional compensation if additional compensation is permitted or specified elsewhere in this Agreement or in any other agreements between the parties ("Additional Compensation"). Notwithstanding any other provision of the Agreement, the total annul management fee plus any Additional Compensation payable to NUL hereunder shall not exceed \$250,000, nor shall such total annual management fee plus any Additional Compensation be less than \$125,000, subject to change by agreement of the parties depending upon changes in annual enrollment.
- B. Reasonable Compensation. The Academy acknowledges and agrees that compensation payable to NUL under this Agreement is reasonable compensation for the services to be rendered by NUL to the Academy under this Agreement. NUL's compensation for services under this Agreement will not be based, in whole or in part, on a share of net profits from the Academy's operation.
- C. Payment of Costs. Except as otherwise provided in this Agreement, the Academy shall fully fund the budget the Academy Board approves for NUL's operation of the Academy. In addition to the Compensation described in paragraph A of this Article, NUL shall receive reimbursement from the Academy for all costs and expenses incurred and paid by NUL in providing the Educational Services, administrative services and other goods and services pursuant to this Agreement. Such costs include, but are not limited to, salaries for all personnel, curriculum materials, instructional materials, textbooks, library books, computer and other equipment, software, supplies, food services, transportation, special education, building payments, maintenance, capital improvements, psychological services and medical services. In paying costs and expenses on the Academy's behalf, NUL shall not charge an added fee unless such fee is approved in advance by the Academy Board and, provided further, that fees shall be considered Additional Compensation as defined in paragraph A of this Article V. The Academy Board may advance funds to NUL for such costs.
- D. <u>Time and Priority of Payment</u>. The compensation due to NUL pursuant to Paragraph A of this Article shall be calculated for each school year at the same time as the State of Michigan calculates the State School Aid, and adjustments to such calculation shall occur at the same time as the State of Michigan makes adjustments to the State School Aid. NUL shall receive its compensation pursuant to Paragraph A of this Article in eleven (11) installments beginning in October of each academic year and ending in August of such academic year. Such installment amounts shall be due and payable within ten (10) days of receipt by the Academy of each of its State School Aid payments. Payments due and owing to NUL pursuant to Paragraph C of this Article shall be made by the Academy to NUL on the last day of each month.
- E. The Academy shall satisfy its payment obligation under this Article to NUL in the following order of priority: (1) to reimburse NUL pursuant to Paragraph C of this Article for

sums due and owing for previous months; (2) to reimburse NUL pursuant to Paragraph C of this Article for sums due and owing for the current month; (3) to pay NUL pursuant to Paragraph A of this Article for installment payments due and owing for previous months; and (4) to pay NUL pursuant to Paragraph A of this Article for installment payments due and owing for the current month.

- F. No Related Parties or Common Control. In interpreting this Agreement and in the provision of the required services, NUL shall not have any role or relationship with the Academy that, in effect, substantially limits the Academy's ability to exercise its rights, including cancellation rights, under this Agreement. As required by the Academy's Articles of Incorporation and Bylaws, the Academy Board may not include any director, officer or employee of a management company that contracts with the Academy. In furtherance of such restriction it is agreed between the Academy and NUL that none of the voting power or the governing body of the Academy will be vested in NUL or its directors, members, managers, officers, shareholders and employees, and the Academy and NUL will not be related parties as defined in Treas. Reg. § 1.150-1 (b).
- G. Other Revenue Sources. To supplement and enhance the State School Aid payments, and improve the quality of education at the Academy, the Academy and NUL shall endeavor to obtain revenue from other sources. In this regard:
 - 1. The Academy may solicit and receive grants, and donations consistent with the Academy's mission;
 - 2. The Academy and/or NUL may apply for and receive grant money, in the name of NUL or the Academy; and
 - 3. To the extent permitted under the Code, NUL may charge fees to students for extra services such as summer programs and charge non Academy students who participate in such programs. Such fees shall be considered Additional Compensation as defined in paragraph A of this Article V.
 - 4. All funds received by the Academy or by NUL on the Academy's behalf from such other revenue sources shall inure to and be deemed the Academy's property.
- H. <u>Start-up Funds</u>. NUL and the Academy Board shall, in good faith, work together to identify and agree upon funding sources to be used to cover the Academy's start-up costs. The parties acknowledge that such costs may include expenses related to the development of a curriculum, technology system and school operations plan; recruiting, selecting and pre-service training of staff members; purchasing of instructional materials and supplies and other materials deemed necessary to initiate the Educational Program.
- I. Other Public School Academies. The Academy acknowledges that NUL may enter into similar management agreements with other public school academies or traditional public schools in the future. NUL shall separately account for reimbursable expenses incurred on the Academy's behalf and other public school academies, and only charge the Academy for expenses incurred on the Academy's behalf. If NUL incurs reimbursable expenses on the Academy's behalf and other public school academies which are incapable of precise allocation

between such academies, the NUL shall allocate such expenses among all such academies, including the Academy, on a pro rata basis based upon the number of students enrolled at such academies, or upon such other equitable basis as is acceptable to the parties.

- J. Financial and Other Reporting. NUL shall provide the Academy with:
 - 1. A projected annual budget prior to each academic year;
 - 2. Detailed statements of all revenues received, from whatever source, with respect to the Academy, and detailed statements of all direct expenditures for services rendered to or on the Academy's behalf, whether incurred onsite or off-site, upon request;
 - 3. Annual audits in compliance with state law and regulations showing the manner in which funds are spent at the Academy;
 - 4. Quarterly detailed reporting of revenues and expenditures in the form of: detailed budget-to-actual and balance sheet;
 - 5. Reports on Academy operations, finances and student performance, upon request, but not less frequently than four (4) times per year; and
 - 6. Other information on a periodic basis to enable the Academy Board and the Contract Administrator to monitor NUL's educational performance and the efficiency of its operation of the Academy.
- K. Access to Records. NUL shall keep accurate financial records pertaining to its operation of the Academy, together with all Academy financial records prepared by or in the possession of NUL, and retain all such records for a period of five (5) years from the close of the fiscal year to which such books, accounts, and records relate. NUL and the Academy shall maintain the proper confidentiality of personnel, students and other records as required by law. All Academy financial records retained by NUL shall be available to either the Academy or the Authorizer Board for inspection and copying upon reasonable request. NUL shall make information concerning the operation and management of the Academy, including without limitation the information described in Schedule 14 of the Contract, available to the PSAD as deemed necessary by the PSAD Board in order to enable the PSAD to fully comply with Section 11.16 of the Contract.
- L. Review of Budget. The Academy Board shall be responsible for reviewing, revising, and approving the Academy's annual budget proposed by NUL. NUL shall provide its budget information and other financial reports in a format required by the Academy Board or its Contract Administrator.

ARTICLE VI PERSONNEL & TRAINING

A. <u>Personnel Responsibility</u>. Subject to the Contract, NUL shall have the sole responsibility and authority to determine staffing levels, and to select, evaluate, assign, discipline and transfer personnel, consistent with state and federal law.

- B. <u>School Administrator</u>. Because the accountability of NUL to the Academy is an essential foundation of this partnership, and because the responsibility of the School Administrator of the Academy is critical to its success, NUL will have the authority, consistent with state law, to select and supervise the School Administrator and to hold him or her accountable for the Academy's success. The employment contract with the School Administrator, and the duties and compensation of the School Administrator, shall be determined by NUL. The School Administrator and NUL, in turn, will have similar authority to select and hold accountable the teachers in the Academy.
- C. Teachers. NUL shall, consistent with the Education Program and within the parameters of approved Academy budgets, determine the number of teachers, and the applicable grade levels and subjects, required for the Academy's operation. NUL shall provide the Academy with such teachers, qualified in the grade levels and subjects required, as are required by the Academy. The curriculum taught by such teachers will be the curriculum agreed upon by the Academy Board and NUL, consistent with the Contract. Such teachers may, in NUL's discretion, work at the Academy on a full or part time basis. If assigned to the Academy on a part time basis, such teachers may also work at other schools operated by NUL in the future. Each teacher assigned to or retained by the Academy shall hold a valid teaching certificate issued by the state board of education under the Code, to the extent required under the Code.
- D. <u>Support Staff</u>. NUL shall, consistent with the Education Program and within the parameters of approved Academy budgets, determine the number and functions of support staff required for the Academy's operation. NUL shall provide the Academy with such support staff, qualified in the areas required, as are required by the Academy. Such support staff may, in NUL's discretion work at the Academy on a full or part time basis. If assigned to the Academy on a part time basis, such support staff may also work at other schools operated by NUL in the future.
- E. <u>Training</u>. NUL shall provide training in its methods, curriculum, program, and technology, to all teaching personnel, on a regular and continuous basis. Non-instructional personnel shall receive such training as NUL determines as reasonable and necessary under the circumstances.

ARTICLE VII TERMINATION OF AGREEMENT

- A. <u>Termination by the Parties</u>. Either party may terminate this Agreement without cause prior to the end of the Term by giving written notice of termination to the other party. If notice is given under this section, the termination shall become effective June 30 of the next calendar year. By way of example, if notice is given on December 31, 2008, the termination is effective June 30, 2009. If notice is given January 1, 2009, termination is effective June 30, 2010.
- B. <u>Termination Upon Revocation of Contract</u>. If the Contract issued by the Authorizer Board is revoked or terminated, this Agreement shall automatically terminate on the same date as the Contract is revoked or terminated without further action of the parties.

- C. <u>Expiration</u>. Upon expiration of this Agreement at the completion of the Term and where there is no renewal, NUL shall have the right to reclaim any usable property or equipment (e.g., including but not limited to desks, computers, copying machines, fax machines, telephones) as were purchased by or for the Academy by NUL at its cost or expense or for which NUL has not been reimbursed by PSAD, including but not limited to amounts paid pursuant to Article V. Fixtures and building alterations shall become the Academy's property.
- D. <u>Transition</u>. In the event of termination of this Agreement for any reason by either party or upon revocation of the Contract as provided under Paragraph B before the end of this Agreement's term, NUL shall provide the Academy reasonable assistance for up to 90 days from and after the date of termination to assist in the transition.

ARTICLE VIII PROPRIETARY INFORMATION

To the extent permitted by law, the Academy agrees that NUL shall own all copyright and other proprietary rights to all instructional materials, training materials, curriculum and lesson plans, and any other materials developed by NUL, its employees, agents or subcontractors, or by any individual working for or supervised by NUL, which is developed during the working hours or during time for which the individual is being paid. NUL shall have the sole and exclusive right to license such materials for use by other school districts, public school academies, private schools, or customers or to modify and/or sell material to other schools and customers. During the Term, NUL may disclose such proprietary information, including that which is currently in existence as well as that which may be created in the future. Upon expiration of this Agreement, the Academy, however, may continue to use proprietary information developed on the Academy's behalf in the implementation of its ongoing educational program.

ARTICLE IX INDEMNIFICATION

- A. <u>Indemnification of the Academy</u>. NUL shall indemnify and save and hold the Academy and all of its employees, officers, directors, subcontractors and agents (collectively, employees) harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any noncompliance by NUL with any agreement, covenants, warranties or undertakings of NUL contained in or made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of NUL contained in or made pursuant to this Agreement. In addition, NUL shall reimburse the Academy for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to the Academy.
- B. <u>Indemnification of NUL</u>. To the extent permitted under applicable law, the Academy shall indemnify and save and hold NUL and all of its employees, officers, directors, subcontractors and agents (collectively, "employees") harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any claim that this Agreement or any part there of is in violation of law; any noncompliance by the Academy with any agreements, covenants, warranties or undertakings of the Academy contained in or

made pursuant to this Agreement; and any misrepresentation or breach of the representations and warranties of the Academy contained in or made pursuant to this Agreement. In addition, the Academy shall reimburse NUL for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this paragraph may be met by the purchase of insurance in a form and amounts acceptable to NUL.

- C. <u>Inability to Open School</u>. Should either party fail to perform the obligations of this Agreement prior to the beginning of the first academic year contemplated under this Agreement, it shall hold the other harmless for the reasonable expenses incurred by that party in preparing for the opening of school operations, provided that such other party has substantially fulfilled all its obligations necessary to the performance, including but not limited to securing such waivers as may be necessary for NUL to be in operation and approving NUL's recommendation for selection of the Academy's school personnel.
- D. <u>Indemnification for Negligence</u>. Each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents and representatives, from any and all claims and liabilities which they may incur and which arise our of the negligence of the other party, or the negligence of the other party's trustees, directors, officers, employees, agents, or representatives.
- Indemnification of Grand Valley State University. The parties acknowledge and E. agree that the Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless Grand Valley State University Board of Trustees, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fees, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with Grand Valley State University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a Contract, the PSAD's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the PSAD or NUL, or which arise out of the failure of the PSAD to perform its obligations under the Charter issued to the PSAD by Grand Valley State University Board of Trustees. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.

ARTICLE X INSURANCE

A. <u>Insurance Coverage</u>. NUL or a designated entity related to NUL, shall secure and maintain the normal general liability and umbrella insurance coverage's in the amounts required by the Contract, with coverage extending to the Academy High School, Middle School, Elementary I and Elementary II property and building facilities.

- B. <u>Workers' Compensation Insurance</u>. Each party shall maintain workers' compensation insurance as required by law, covering their respective employees.
- C. <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article. Each party shall comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE XI WARRANTIES AND REPRESENTATIONS

Each party represents that it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that its actions have been duly and validly authorized, and that it will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE XII ALTERNATIVE DISPUTE RESOLUTION PROCEDURE

Any and all disputes between the parties, concerning any alleged breach of this Agreement, or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement, shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three persons, including one person who is selected or recommended by the Authorizer Board, one person selected by the Academy Board and one person selected by NUL. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association, with such variations as the parties and arbitrator unanimously accept. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction.

ARTICLE XIII MISCELLANEOUS

- A. <u>Sole Agreement</u>. This Agreement supersedes and replaces any and all prior agreements and understandings between the Academy and NUL on the subject matter hereof.
- B. <u>Force Majeure</u>. Neither party shall be liable if the performance of any part or all of this Agreement is prevented, delayed, hindered or otherwise made impracticable or impossible by reason of any strike, floor, riot, fire, explosion, war or act of God.
- C. <u>Notices</u>. All notices, demands, requests and consents under this Agreement shall be in writing, shall be delivered to each party and shall be effective when received by the parties or mailed to the parties at their respective addresses set forth below, or at such other address as may be furnished by a party to the other party:

If to NUL:

New Urban Learning 600 Antoinette Detroit, MI 48202

If to Academy:

Public School Academies of Detroit Contract Administrator P.O. Box 6349 Plymouth, MI 48170

- D. <u>Severability</u>. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.
- E. <u>Successors and Assigns</u>. This Agreement shall be binding upon, and inure to the benefit of, the parties and their respective successors and assigns.
- F. <u>Entire Agreement</u>. This Agreement is the entire agreement between the parties relating to the services provided by the parties and the compensation to be paid for such services.
- G. <u>Non-Waiver</u>. No failure to a party in exercising any right, power or privilege under this Agreement shall affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the parties under this Agreement are cumulative and not exclusive of any rights or remedies which any of them may otherwise have.
- H. <u>Governing Law</u>. This Agreement shall be governed by and enforced in accordance with the laws of the state of Michigan.

The parties have executed this Agreement as of the day and year first above written.

NEW URBAN LEARNING

Chairperson, Board of Directors

Date: 8/20/08

PUBLIC SCHOOL ACADEMIES OF DETROIT

President, Board of Directors

Date: 8/20/08

DETROIT 28947-2 (051370v)



10 STRAIGHT STREET, S.W. • GRAND RAPIDS, MICHIGAN 49504 CHARTER SCHOOLS • 616-331-2240 • FAX: 616-331-2085

October 28, 2008

C. Gregory Olszta Michigan Department of Education Public School Academy Program PO Box 30008 Lansing, Michigan 48909

In re: Public School Academies of Detroit

Dear Greg:

Enclosed is a copy of the Contract Administration Agreement between Thompson Educational Foundation and the Public School Academies of Detroit dated August 28, 2008.

This document should be filed behind Schedule 7 of the Contract between Grand Valley State University Board of Trustees and the Public School Academies of Detroit.

Sincerely,

Kristin Middendorf

Compliance Officer for Charter Schools

otin Middendorf

Grand Valley State University

CONTRACT ADMINISTRATION AGREEMENT

This Contract Administration Agreement (the "Agreement") is made and entered into as of the 28th day of August, 2008, by and between the **Thompson Educational Foundation** ("TEF"), a Michigan nonprofit corporation, and the **Public School Academies of Detroit**, a Michigan non-profit corporation (the "Academy") established and authorized to operate urban high school academies under a charter contract dated December 14, 2007, and as may be amended or restated, (the "Contract") issued by Grand Valley State University Board of Trustees (the "University Board") pursuant to Michigan's Revised School Code, Act No. 451 of the Public Acts of 1976, as amended, being MCL 380.1 to 380.1852 of the Michigan Compiled Laws (the "Code").

RECITALS

- A. TEF is the entity that applied for the Contract and is the applicant pursuant to MCL 380.529. The Contract authorizes TEF to undertake the activities under MCL 380.529.
- B. TEF shall serve as the contract administrator between the Academy and any educational management company (an "EMC") contracted by the Academy to operate one or more urban high school academies as permitted under the Code and the Contract.
- C. The Academy and TEF desire to create an enduring relationship whereby they will develop educational excellence at the urban high school academies.

THEREFORE, the parties mutually agree as follows:

ARTICLE I TERM

1.01. Term. This Agreement will become effective as of the date hereof and will remain in effect as long as the Contract is in effect.

ARTICLE II SERVICES PROVIDED

- 2.01. The Academy. The Academy Board of Directors shall retain all policy making functions and other legal responsibilities that cannot be delegated by contract or otherwise with respect to its urban high school academies.
- 2.02. TEF as the Applicant. The Academy acknowledges that pursuant to MCL 380.529, TEF, the entity that applied for the Contract, is authorized by the Authorizer to do any of the following activities in furtherance of the Academy's urban high school academies:

Participate in the recruiting, interviewing, and nominating process for

Academy Board members.

- Conduct an independent educational review, on a periodic basis, to determine whether the Academy is successful in implementing the educational goals set forth in the Contract.
- 3. Serve as contract administrator between the Academy Board and any EMC contracted to operate an urban high school academy.
- 4. Make recommendations to the Authorizer and the Academy on how to improve the urban high school academies' operations.
- 2.03. TEF as the Contract Administrator. TEF shall be the contract administrator between the Academy Board of Directors and the EMCs of the urban high school academies. TEF shall supervise and report to the Academy Board on certain administrative operations concerning the urban high school academies, including but not limited to the following:
 - TEF will investigate and report to the Board regarding the selection, 1. performance, and termination of the educational management companies ("EMCs") of the urban high school academies. The selection of EMCs includes due diligence, investigation, and reporting on prospective EMCs' educational curriculum, capacity to operate an urban high school academy, past experience, personnel assessments, financial resources, compliance with statutory and Authorizer regulations and requirements. The investigation and reporting of EMC performance to the Academy Board by TEF includes the review of the respective EMC's compliance with the statutory, Contract, EMC contract, and lease requirements for the educational performance, reporting requirements, and financial practices. Where performance reviews, as well as input from the University Board's Charter Schools Office and other sources, indicate concerns about terminating an EMC, including the non-renewal of an EMC contract, TEF will investigate and report on findings and recommendations to the Academy Board on whether to terminate an EMC.
 - TEF will manage the Academy's real property interests in accordance with applicable law and Academy policies and direction. Each EMC will be expected to manage their respective urban high school academy facility and real property on a day-to-day basis in accordance with the planned lease and EMC contract obligations. This includes repairs, improvements, maintenance, insurance, utilities, and security. TEF is to periodically review such day-to-day operation to promote compliance with applicable law, lease, EMC contract obligations, and sound business practices. Where an EMC fails to adequately manage the day-to-day operations of the facility. TEF will recommend corrective action to the Academy Board. Where requested by the Academy, TEF will also conduct due diligence on

- potential new sites for future urban high school academies and assist the Academy in gathering information to prepare a request to the University Board for an additional urban high school academy.
- TEF will work with the EMCs, University Board's Charter Schools Office, and any advisory committees for the urban high school academies to better achieve the Academies' educational goals. Upon the Academy's request, TEF will compare and contrast best practices of administrative or educational operations of one or more urban high school academies for Academy Board's consideration to recommend that another urban high school academy EMC adopt certain best practices which have proven to be successful.
- TEF will coordinate the provision of all administrative, budgetary, educational, and financial documentation for consideration, review, or approval by the Academy Board. When there is more than one urban high school authorized, TEF will work to coordinate each individual urban high school academy's budget, financial, and other reporting requirements into an overall Academy-wide report for the Academy Board's consideration. The Academy and TEF expect that each EMC and the respective urban high school academy will be responsible for the urban high school academy's educational, teaching, and instructional programs; budget; financial reports; technology; janitorial; transportation; and food services. Upon the Academy's request, TEF will coordinate and provide recommendations on how the EMCs and urban high school academies may better and more efficiently operate, especially as more urban high school academies are authorized.
- 2.04. Reporting. TEF will report to the Academy on a regular basis, or as requested by the Academy, on its activities conducted pursuant to this Agreement and the results of those activities. In addition, TEF will prepare all materials required by the Academy to perform its duties under this Agreement, the Contract and the Code.
- 2.05 <u>Compliance with the Contract</u>. TEF agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Contract. The provisions of the Contract shall supersede any competing or conflicting provisions in this Agreement

ARTICLE III RELATIONSHIP OF THE PARTIES

3.01. Status of the Parties. TEF is not a division or any part of the Academy. The Academy is a body corporate and a governmental agency authorized under the Code and is not a division or a part of TEF. TEF is the entity that applied to the Authorizer for the Contract and

will also serve as the contract administrator between the Academy and any EMC contracted to operate the urban high school academies as permitted under the Code. No employee of TEF will be considered an employee of the Academy by either party.

ARTICLE IV CONSIDERATION

4.01. Reimbursement of Costs. The Academy will reimburse TEF for all actual costs incurred and paid by TEF in providing administrative services in an annual amount not to exceed one percent (1%) of the state school aid that the Academy receives, directly or indirectly, from the state of Michigan pursuant to the State School Aid Act of 1979, as amended. TEF will be responsible for all actual costs incurred and paid by TEF in providing administrative services in an annual amount above one percent (1%) of the state school aid that the Academy receives, directly or indirectly from the state of Michigan pursuant to the State School Aid Act of 1979, as amended. Such costs include, but are not limited to, rent or lease payments and salaries of TEF employees and fees charged and expenses incurred by the EMCs that are paid for by TEF. TEF will not charge an added fee. TEF may waive any reimbursement at its sole discretion.

ARTICLE V TERMINATION OF AGREEMENT

- 5.01. <u>Termination</u>. If the Contract is revoked or terminated, this Agreement shall automatically terminate on the same date the Contract is revoked or termination without further action of the parties; otherwise, this Agreement may only be terminated by the Academy and TEF mutually agrees in writing to terminate this Agreement.
- 5.02. Change in Law. If any federal, State or local law or regulation, court or administrative decision or Attorney General's opinion has a materially adverse effect on the ability of either party to carry out its obligations under this Agreement, such party, upon written notice, may request renegotiation of this Agreement. Such renegotiation will be undertaken in good faith.
- 5.03 Real and Personal Property. Upon termination, all real and personal property leased by TEF, or a TEF related entity, to the Academy will remain the real and personal property and leases of TEF or its related entity, and all other personal property purchased by TEF with TEF funds shall be the personal property of TEF.

ARTICLE VI INDEMNIFICATION

6.01. Indemnification of TEF. The Academy will indemnify, defend and save and hold TEF and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability (including reasonable attorneys fees and

costs) that may arise out of, or by reason of, any noncompliance by the Academy with the Contract, the Code, or any agreements, covenants, warranties or undertakings of the Academy in or made pursuant to this Agreement, and any misrepresentations or breach of the representations and warranties of the Academy in or made pursuant to this Agreement. In addition, the Academy will reimburse TEF for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this Section 6.01 may be met by the purchase of insurance pursuant to Article VII below.

- 6.02. Indemnification of the Academy. TEF will indemnify, defend and save and hold the Academy and its officers and directors, harmless against any and all claims, demands, suits or other forms of liability (including reasonable attorneys fees and costs) that may arise out of, or by reason of, any noncompliance by TEF with any agreements, covenants, warranties or undertakings of TEF in or made pursuant to this Agreement, and any misrepresentation or breach of the representations and warranties of TEF in or made pursuant to this Agreement. In addition, TEF will reimburse the Academy for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this Section 6.02 may be met by the purchase of insurance pursuant to Article VII below.
- 6.03. <u>Limitations of Liabilities</u>. The Academy will assert all immunities and statutory limitations of liability in connection with any claims arising from its operations.
- Indemnification of Grand Valley State University. The parties acknowledge and agree that the University Board, Grand Valley State University and its members, officers, employees, agents or representatives are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, the parties hereby promise to indemnify and hold harmless the University Board, Grand Valley State University and its members, officers, employees, agents or representatives from all claims, demands, or liability, including attorney fecs, and related expenses, on account of injury, loss or damage, including, without limitation, claims arising from bodily injury, personal injury, sickness, disease, death, property loss or damage or any other losses of any kind whatsoever and not caused by the sole negligence of Grand Valley State University, which arise out of or are in any manner connected with the University Board's approval of the urban high school academy application, the University Board's consideration of or issuance of a charter contract, the Academy's preparation for and operation of a public school, or which are incurred as a result of the reliance by Grand Valley State University and its Board of Trustees members, officers, employees, agents or representatives upon information supplied by the Academy or TEF, or which arise out of the failure of the Academy to perform its obligations under the Contract issued to the Academy by the University Board. The parties expressly acknowledge and agree that Grand Valley State University and its Board of Trustee members, officers, employees, agents or representatives may commence legal action against either party to enforce its rights as set forth in this Agreement.
- 6.06 Compliance with the Contract. TEF agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Contract issued by

the University Board. The provisions of the Contract shall supersede any competing or conflicting provisions contained in this Agreement.

ARTICLE VII INSURANCE

- 7.01. Insurance Coverage. The Academy will maintain general liability insurance and umbrella insurance coverage in the amounts required by the Contract. The Academy will comply with any information or reporting requirements applicable to the Academy with its insurer(s). The Academy and TEF may meet their respective indemnification requirements of Section 6.01 by the purchase of insurance.
- 7.02. Workers' Compensation Insurance. Each party will maintain workers' compensation insurance as required by law, covering its respective employees.
- 7.03 <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article VII. Each party will comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE VIII WARRANTIES AND REPRESENTATIONS

- 8.01. <u>Representations and Warranties of TEF</u>. TEF represents and warrants to the Academy the following:
- (a) TEF is a duly organized nonprofit corporation in good standing and is authorized to conduct business in the state of Michigan.
- (b) To the best of its knowledge, TEF has the authority under the Code and other applicable laws and regulations to execute, deliver, perform this Agreement, and to incur the obligations provided for under this Agreement.
- 8.02 Representations and Warranties of the Academy. The Academy represents and warrants to TEF the following:
- The University Board has issued the Contract which (i) authorizes the Academy to operate and receive the state allocation, federal allocation and other revenues; (ii) approves the Academy's education program and other activities provided by an EMC; and (iii) vests the Academy with all powers necessary and desirable for carrying out any activities contemplated in this Agreement.
- (b) The Academy has the authority under the Code and other applicable laws and regulations to contract with TEF to perform the administrative and all other services under

this Agreement and execute, deliver and perform this Agreement, and to incur the obligations provided for under this Agreement.

(c) The Academy's actions have been duly and validly authorized, and the Academy will adopt any and all further resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE IX MISCELLANEOUS

- 9.01. Sole Agreement. This Agreement supersedes and replaces any and all prior agreements and understandings between the Academy and TEF.
- 9.02. Force Majeure. Notwithstanding any other sections of this Agreement, neither party will be liable for any delay in performance or inability to perform due to acts of God or due to war, riot, terrorism, civil war, embargo, fire, flood, explosion, sabotage, accident, labor strike or other acts beyond its reasonable control.
- 9.03. Governing Law. The laws of the state of Michigan will govern this Agreement, its construction, and the determination of any rights, duties and remedies of the parties arising out of or relating to this Agreement.
- 9.04. Agreement in Entirety. This Agreement constitutes the entire agreement of the parties.
- 9.05. Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but both of which will constitute one and the same instrument.
- 9.06. Official Notices. All notices and other communications required by the terms of this Agreement will be in writing and sent to the parties hereto at the addresses set forth below (and such addresses may be changed upon proper notice to such addresses). Notice may be given by: (i) certified or registered mail, postage prepaid, return receipt requested, (ii) facsimile (with confirmation of transmission by sender's facsimile machine) or (iii) personal delivery. Notice will be deemed to have been given two days after mailing or on the date of personal delivery or on the date of transmission of a facsimile if on a business day during normal business hours (or, if not, the first business day thereafter). The addresses of the parties are:

To

THOMPSON EDUCATIONAL FOUNDATION P.O. Box 6349 Plymouth, Michigan 48170 Facsimile: 734.357.2147

To:

THE PUBLIC SCHOOL ACADEMIES OF DETROIT Board President 500 Woodward Avenue, Ste. 4000 Detroit, Michigan 48226

Facsimile: 248 433 7274

- 9.07. Assignment. This Agreement will not be assigned by either party.
- 9.08. Amendment. This Agreement will not be altered, amended, modified or supplemented except in a written document signed by authorized officers of both the Academy and TEF, and shall be effective as of the date of the last signature on the written amendment unless disapproved by the University Board in accordance with the Contract
- 9.09. Waiver. No waiver of any provision of this Agreement will be deemed to be or will constitute a waiver of any other provision, nor will such waiver constitute a continuing waiver unless otherwise expressly stated.
- 9.10. Severability. The invalidity of any of the covenants, phrases or clauses in this Agreement will not affect the remaining portions of this Agreement, and this Agreement will be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement. To the extent that any of the services to be provided by TEF are found to be an invalid delegation of authority by the Academy, such services will be construed to be limited to the extent necessary to make the services valid and binding.
- 9.11. Successors and Assigns. Except as limited by Section 9.07 above, this Agreement will be binding upon, and inure to the benefit of, the parties and their respective successors and assigns.
- 9.12. No Third Party Rights. This Agreement is made for the sole benefit of the Academy and TEF, and their successors and assigns. Except as otherwise expressly provided, nothing in this Agreement will create or be deemed to create a relationship between the parties to this Agreement, or either or them, and any third person, including a relationship in the nature of a third party beneficiary or fiduciary.
- 9.13. <u>Survival of Termination</u>. All representations, warranties and indemnities made in this Agreement will survive termination of this Agreement.

IN WITNESS WHEREOF, the undersigned have executed this Agreement as of the date and year first above written.

THOMPSON EDUCATIONAL FOUNDATION, a Michigan non-profit corporation

By: John D. Cleary
U.S. J.P. -France & Real Esta

PUBLIC SCHOOL ACADEMIES OF DETROIT,

a Michigan non-profit corporation

By: Colf Cub

DLOGN(FIELD 28947-2 784278+0

CONTRACT ADMINISTRATION AGREEMENT

This Contract Administration Agreement (the "Agreement") is made and entered into as of the 28th day of August, 2008, by and between the **Thompson Educational Foundation** ("TEF"), a Michigan nonprofit corporation, and the **Public School Academies of Detroit**, a Michigan non-profit corporation (the "Academy") established and authorized to operate urban high school academies under a charter contract dated December 14, 2007, and as may be amended or restated, (the "Contract") issued by Grand Valley State University Board of Trustees (the "University Board") pursuant to Michigan's Revised School Code, Act No. 451 of the Public Acts of 1976, as amended, being MCL 380.1 to 380.1852 of the Michigan Compiled Laws (the "Code").

RECITALS

- A. TEF is the entity that applied for the Contract and is the applicant pursuant to MCL 380.529. The Contract authorizes TEF to undertake the activities under MCL 380.529.
- B. TEF shall serve as the contract administrator between the Academy and any educational management company (an "EMC") contracted by the Academy to operate one or more urban high school academies as permitted under the Code and the Contract.
- C. The Academy and TEF desire to create an enduring relationship whereby they will develop educational excellence at the urban high school academies.

THEREFORE, the parties mutually agree as follows:

ARTICLE I TERM

1.01. <u>Term.</u> This Agreement will become effective as of the date hereof and will remain in effect as long as the Contract is in effect.

ARTICLE II SERVICES PROVIDED

- 2.01. The Academy. The Academy Board of Directors shall retain all policy making functions and other legal responsibilities that cannot be delegated by contract or otherwise with respect to its urban high school academies.
- 2.02. <u>TEF</u> as the Applicant. The Academy acknowledges that pursuant to MCL 380.529, TEF, the entity that applied for the Contract, is authorized by the Authorizer to do any of the following activities in furtherance of the Academy's urban high school academies:

Participate in the recruiting, interviewing, and nominating process for

- Academy Board members.
- 2 Conduct an independent educational review, on a periodic basis, to determine whether the Academy is successful in implementing the educational goals set forth in the Contract.
- 3. Serve as contract administrator between the Academy Board and any EMC contracted to operate an urban high school academy.
- 4. Make recommendations to the Authorizer and the Academy on how to improve the urban high school academies' operations.
- 2.03. TEF as the Contract Administrator. TEF shall be the contract administrator between the Academy Board of Directors and the EMCs of the urban high school academies. TEF shall supervise and report to the Academy Board on certain administrative operations concerning the urban high school academies, including but not limited to the following:
 - TEF will investigate and report to the Board regarding the selection, 1. performance, and termination of the educational management companies ("EMCs") of the urban high school academies. The selection of EMCs includes due diligence, investigation, and reporting on prospective EMCs' educational curriculum, capacity to operate an urban high school academy, past experience, personnel assessments, financial resources, and compliance with statutory and Authorizer regulations and requirements. The investigation and reporting of EMC performance to the Academy Board by TEF includes the review of the respective EMC's compliance with the statutory, Contract, EMC contract, and lease requirements for the educational performance, reporting requirements, and financial practices. Where performance reviews, as well as input from the University Board's Charter Schools Office and other sources, indicate concerns about terminating an EMC, including the non-renewal of an EMC contract, TEF will investigate and report on findings and recommendations to the Academy Board on whether to terminate an EMC.
 - TEF will manage the Academy's real property interests in accordance with applicable law and Academy policies and direction. Each EMC will be expected to manage their respective urban high school academy facility and real property on a day-to-day basis in accordance with the planned lease and EMC contract obligations. This includes repairs, improvements, maintenance, insurance, utilities, and security. TEF is to periodically review such day-to-day operation to promote compliance with applicable law, lease, EMC contract obligations, and sound business practices. Where an EMC fails to adequately manage the day-to-day operations of the facility. TEF will recommend corrective action to the Academy Board. Where requested by the Academy, TEF will also conduct due diligence on

- potential new sites for future urban high school academies and assist the Academy in gathering information to prepare a request to the University Board for an additional urban high school academy.
- TEF will work with the EMCs, University Board's Charter Schools Office, and any advisory committees for the urban high school academies to better achieve the Academies' educational goals. Upon the Academy's request, TEF will compare and contrast best practices of administrative or educational operations of one or more urban high school academies for Academy Board's consideration to recommend that another urban high school academy EMC adopt certain best practices which have proven to be successful.
- TEF will coordinate the provision of all administrative, budgetary, educational, and financial documentation for consideration, review, or approval by the Academy Board. When there is more than one urban high school authorized, TEF will work to coordinate each individual urban high school academy's budget, financial, and other reporting requirements into an overall Academy-wide report for the Academy Board's consideration. The Academy and TEF expect that each EMC and the respective urban high school academy will be responsible for the urban high school academy's educational, teaching, and instructional programs; budget; financial reports; technology; janitorial; transportation; and food services. Upon the Academy's request, TEF will coordinate and provide recommendations on how the EMCs and urban high school academies may better and more efficiently operate, especially as more urban high school academies are authorized.
- 2.04. Reporting. TEF will report to the Academy on a regular basis, or as requested by the Academy, on its activities conducted pursuant to this Agreement and the results of those activities. In addition, TEF will prepare all materials required by the Academy to perform its duties under this Agreement, the Contract and the Code.
- 2.05 <u>Compliance with the Contract</u>. TEF agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Contract. The provisions of the Contract shall supersede any competing or conflicting provisions in this Agreement

ARTICLE III RELATIONSHIP OF THE PARTIES

3.01. Status of the Parties. TEF is not a division or any part of the Academy. The Academy is a body corporate and a governmental agency authorized under the Code and is not a division or a part of TEF. TEF is the entity that applied to the Authorizer for the Contract and

will also serve as the contract administrator between the Academy and any EMC contracted to operate the urban high school academies as permitted under the Code. No employee of TEF will be considered an employee of the Academy by either party.

ARTICLE IV CONSIDERATION

4.01. Reimbursement of Costs. The Academy will reimburse TEF for all actual costs incurred and paid by TEF in providing administrative services in an annual amount not to exceed one percent (1%) of the state school aid that the Academy receives, directly or indirectly, from the state of Michigan pursuant to the State School Aid Act of 1979, as amended. TEF will be responsible for all actual costs incurred and paid by TEF in providing administrative services in an annual amount above one percent (1%) of the state school aid that the Academy receives, directly or indirectly from the state of Michigan pursuant to the State School Aid Act of 1979, as amended. Such costs include, but are not limited to, rent or lease payments and salaries of TEF employees and fees charged and expenses incurred by the EMCs that are paid for by TEF. TEF will not charge an added fee. TEF may waive any reimbursement at its sole discretion.

ARTICLE V TERMINATION OF AGREEMENT

- 5.01. <u>Termination</u>. If the Contract is revoked or terminated, this Agreement shall automatically terminate on the same date the Contract is revoked or termination without further action of the parties; otherwise, this Agreement may only be terminated by the Academy and TEF mutually agrees in writing to terminate this Agreement.
- 5.02. Change in Law. If any federal, State or local law or regulation, court or administrative decision or Attorney General's opinion has a materially adverse effect on the ability of either party to carry out its obligations under this Agreement, such party, upon written notice, may request renegotiation of this Agreement. Such renegotiation will be undertaken in good faith.
- 5.03 Real and Personal Property. Upon termination, all real and personal property leased by TEF, or a TEF related entity, to the Academy will remain the real and personal property and leases of TEF or its related entity, and all other personal property purchased by TEF with TEF funds shall be the personal property of TEF.

ARTICLE VI INDEMNIFICATION

6.01. Indemnification of TEF. The Academy will indemnify, defend and save and hold TEF and all of its employees, officers, directors, subcontractors and agents harmless against any and all claims, demands, suits or other forms of liability (including reasonable attorneys fees and

- costs) that may arise out of, or by reason of, any noncompliance by the Academy with the Contract, the Code, or any agreements, covenants, warranties or undertakings of the Academy in or made pursuant to this Agreement, and any misrepresentations or breach of the representations and warranties of the Academy in or made pursuant to this Agreement. In addition, the Academy will reimburse TEF for any and all legal expenses and costs associated with the defense of any such claim, demand or suit. The indemnification requirements of this Section 6.01 may be met by the purchase of insurance pursuant to Article VII below.
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the University Board. The provisions of the Contract shall supersede any competing or conflicting provisions contained in this Agreement.

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- 7.01. Insurance Coverage. The Academy will maintain general liability insurance and umbrella insurance coverage in the amounts required by the Contract. The Academy will comply with any information or reporting requirements applicable to the Academy with its insurer(s). The Academy and TEF may meet their respective indemnification requirements of Section 6.01 by the purchase of insurance.
- 7.02. Workers' Compensation Insurance. Each party will maintain workers' compensation insurance as required by law, covering its respective employees.
- 7.03 <u>Cooperation</u>. Each party will, upon request, present evidence to the other that it maintains the requisite insurance in compliance with the provisions of this Article VII. Each party will comply with any information or reporting requirements required by the other party's insurer(s), to the extent reasonably practicable.

ARTICLE VIII WARRANTIES AND REPRESENTATIONS

- 8.01. Representations and Warranties of TEF. TEF represents and warrants to the Academy the following:
- (a) TEF is a duly organized nonprofit corporation in good standing and is authorized to conduct business in the state of Michigan.
- (b) To the best of its knowledge, TEF has the authority under the Code and other applicable laws and regulations to execute, deliver, perform this Agreement, and to incur the obligations provided for under this Agreement.
- 8.02 <u>Representations and Warranties of the Academy</u>. The Academy represents and warrants to TEF the following:
- (a) The University Board has issued the Contract which (i) authorizes the Academy to operate and receive the state allocation, federal allocation and other revenues; (ii) approves the Academy's education program and other activities provided by an EMC; and (iii) vests the Academy with all powers necessary and desirable for carrying out any activities contemplated in this Agreement.
- (b) The Academy has the authority under the Code and other applicable laws and regulations to contract with TEF to perform the administrative and all other services under

this Agreement and execute, deliver and perform this Agreement, and to incur the obligations provided for under this Agreement.

(c) The Academy's actions have been duly and validly authorized, and the Academy will adopt any and all further resolutions or expenditure approvals required for execution of this Agreement.

ARTICLE IX MISCELLANEOUS

- 9.01. Sole Agreement. This Agreement supersedes and replaces any and all prior agreements and understandings between the Academy and TEF.
- 9.02. Force Majeure. Notwithstanding any other sections of this Agreement, neither party will be liable for any delay in performance or inability to perform due to acts of God or due to war, riot, terrorism, civil war, embargo, fire, flood, explosion, sabotage, accident, labor strike or other acts beyond its reasonable control.
- 9.03. Governing Law. The laws of the state of Michigan will govern this Agreement, its construction, and the determination of any rights, duties and remedies of the parties arising out of or relating to this Agreement.
- 9.04. Agreement in Entirety. This Agreement constitutes the entire agreement of the parties.
- 9.05. Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but both of which will constitute one and the same instrument.
- 9.06. Official Notices. All notices and other communications required by the terms of this Agreement will be in writing and sent to the parties hereto at the addresses set forth below (and such addresses may be changed upon proper notice to such addresses). Notice may be given by: (i) certified or registered mail, postage prepaid, return receipt requested, (ii) facsimile (with confirmation of transmission by sender's facsimile machine) or (iii) personal delivery. Notice will be deemed to have been given two days after mailing or on the date of personal delivery or on the date of transmission of a facsimile if on a business day during normal business hours (or, if not, the first business day thereafter). The addresses of the parties are:

To

THOMPSON EDUCATIONAL FOUNDATION P.O. Box 6349 Plymouth, Michigan 48170 Facsimile: 734.357.2147

To:

THE PUBLIC SCHOOL ACADEMIES OF DETROIT

Board President 500 Woodward Avenue, Ste. 4000

Detroit, Michigan 48226 Facsimile: 248 433 7274

- 9.07. Assignment. This Agreement will not be assigned by either party.
- 9.08. Amendment. This Agreement will not be altered, amended, modified or supplemented except in a written document signed by authorized officers of both the Academy and TEF, and shall be effective as of the date of the last signature on the written amendment_unless disapproved by the University Board in accordance with the Contract
- 9.09. <u>Waiver</u>. No waiver of any provision of this Agreement will be deemed to be or will constitute a waiver of any other provision, nor will such waiver constitute a continuing waiver unless otherwise expressly stated.
- 9.10. Severability. The invalidity of any of the covenants, phrases or clauses in this Agreement will not affect the remaining portions of this Agreement, and this Agreement will be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement. To the extent that any of the services to be provided by TEF are found to be an invalid delegation of authority by the Academy, such services will be construed to be limited to the extent necessary to make the services valid and binding.
- 9.11. Successors and Assigns. Except as limited by Section 9.07 above, this Agreement will be binding upon, and inure to the benefit of, the parties and their respective successors and assigns.
- 9.12. No Third Party Rights. This Agreement is made for the sole benefit of the Academy and TEF, and their successors and assigns. Except as otherwise expressly provided, nothing in this Agreement will create or be deemed to create a relationship between the parties to this Agreement, or either or them, and any third person, including a relationship in the nature of a third party beneficiary or fiduciary.
- 9.13. <u>Survival of Termination</u>. All representations, warranties and indemnities made in this Agreement will survive termination of this Agreement.

IN WITNESS WHEREOF, the undersigned have executed this Agreement as of the date and year first above written.

THOMPSON EDUCATIONAL FOUNDATION, a Michigan non-profit corporation

By: July D. Cleary
lis: J.P. - France & Red Estate

PUBLIC SCHOOL ACADEMIES OF DETROIT,

a Michigan non-profit corporation

is: Presidet

BLDOMFIELD 28547-2 78421810

UNIVERSITY PREPARATORY SCIENCE & MATH (UPSM): SCHOOL INFORMATION AND SITE CONFIGURATION

See enclosed notebook.

UNIVERSITY PREPARATORY ACADEMY (UPA): SCHOOL INFORMATION AND SITE CONFIGURATION

See enclosed notebook.

HENRY FORD ACADEMY: SCHOOL FOR CREATIVE STUDIES (HFA): SCHOOL INFORMATION AND SITE CONFIGURATION

See enclosed notebook.

TERM OF CONTRACT

The Academy is authorized to operate the following Schools on the dates set forth below:

- (1) University Preparatory Science and Math: <u>December 14</u>, 2007;
- (2) University Preparatory Academy: July 1, 2008; and
- (3) Henry Ford Academy: School for Creative Studies: **February 13, 2009**.

Miscellaneous Documents

THOMPSON EDUCATIONAL FOUNDATION P.O. BOX 6349 PLYMOUTH, MICHIGAN 48170 (734) 414-0153

December _________, 2008

Grand Valley State University 10 Straight Street, SW, 205 FSS Grand Rapids, MI 49504

To Whom It May Concern:

The Thompson Educational Foundation has committed financially to construct or renovate the buildings for the Henry Ford Academy School for Creative Studies.

BLOOMFIELD 38030-4 957765

November 21, 2008

Kristin Middendorf, Compliance Officer **Charter Schools Office Grand Valley State University** 10 Straight Street, SW, 205 FSS Grand Rapids, MI 49504

Dear Kristin,

On September 30, 2008, TEF-SIX, LLC entered into a 19-year lease with Argonaut Building Master Tenant, LLC to occupy four floors, gymnasium, and required parking spaces for the Public School Academies of Detroit's Henry Ford Academy: School for Creative Studies Middle School and High School. This lease space is approximately 133,000 sq. ft. and will be in the completely renovated Argonaut Building in Detroit. This lease commences on July 17, 2009.

Also, on September 30, 2008, TEF-SIX entered into a sublease agreement with Creative Urban Education (CUE) to occupy the aforementioned space in the Argonaut Building. This lease commences on July 17, 2009.

TEF-SIX, LLC will be responsible for paying all base rent payments, while Creative Urban Education will be responsible for paying the operating costs. These operating costs, to be paid by CUE, are estimated to be approximately \$200,000 per year. The annual lease costs to TEF-SIX, LLC will be @1,035,366 per year.

If you require any additional information, please contact me at 248.921.4117.

John & Cleary

Board Resolution 07-23
Comply with Contract

Public School Academies of Detroit

Detroit, Michigan

Resolution of the Public School Academies of Detroit Board of Directors

Upon motion of: Jean Baker Seconded by: David Bing

BE IT RESOLVED, that the Academy Board affirms its ability to comply with all the terms and conditions of the charter contract with Grand Valley State University.

Secretary's Certification:

I certify that the Public School Academies of Detroit Board duly adopted the foregoing resolution at a properly noticed open meeting held on the 23rd day of October, 2007, at which a quorum was present.

INTERNAL REVENUE SERVICE P. O. BOX 2508 CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: OCT 6 - 2005

NEW URBAN LEARNING 600 ANTOINETTE DETROIT, MI 48202-0000 Employer Identification Number:
38-3502936
DLN:
17053001786095
Contact Person:
STEVE D DUVALL ID# 31535
Contact Telephone Number:
(877) 829-5500
Public Charity Status:
170(b)(1)(A)(vi)

Dear Applicant:

Our letter dated October 2000, stated you would be exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code, and you would be treated as a public charity, rather than as a private foundation, during an advance ruling period.

Based on the information you submitted, you are classified as a public charity under the Code section listed in the heading of this letter. Since your exempt status was not under consideration, you continue to be classified as an organization exempt from Federal income tax under section 501(c)(3) of the Code.

Publication 557, Tax-Exempt Status for Your Organization, provides detailed information about your rights and responsibilities as an exempt organization. You may request a copy by calling the toll-free number for forms, (800) 829-3676. Information is also available on our Internet Web Site at www.irs.gov.

If you have general questions about exempt organizations, please call our toll-free number shown in the heading between 8:30 a.m. - 5:30 p.m. Eastern time

Please keep this letter in your permanent records.

Sincerely yours,

Lois G. Lerner

Director, Exempt Organizations

Rulings and Agreements

Letter 1050 (DO/CG)

STATE OF MICHIGAN DEPARTMENT OF ATTORNEY GENERAL



P.O. Box 30214 Lansing, Michigan 48909

April 10, 2008

James M. Chalifoux, Esq. Dickinson Wright 500 Woodward Avenue, Suite 4000 Detroit, MI 48226-3425

Dear Mr. Chalifoux:

Re: Merger of University Preparatory Academy (T 38878) into

The Public School Academies of Detroit

The Attorney General's office has received your request to review the proposed merger of the above-captioned organizations. Please be advised that the Department of Attorney General does not object to the merger provided that approval of the merger is granted by the Board of Trustees of Grand Valley State University.

The non-objection is based upon the facts as you have represented them in materials disclosed to the office and is limited to that set of facts and to the named organizations. Additionally, because this organization will cease to exist as a result of the proposed merger, please be advised that the review performed by our office has been solely for purposes of determining compliance with the provisions of the Dissolution of Charitable Purpose Corporations Act, MCL 450.251 et seq. and in no way should be construed as an approval or review of the proposed merger for purposes of determining compliance with any other state or federal law.

Very truly yours

Tracy A. Sonneborn

Assistant Attorney General Charitable Trust Section

(517) 373-1152

TAS/db

s: ct correspondence/2008/apr/dapr/38878

FOUNDATION

December 7, 2007

Kristin Middendorf
Compliance Officer
Charter Schools Office
Grand Valley State University
10 Straight Street, SW, 205 FSS
Grand Rapids, MI 49504

Dear Kristin,

Per your e-mail request of December 6, 2007, a description of the second UPA Elementary School is as follows:

TEF-FOUR, LLC purchased, in September 2007, a 72,000 three-story parking garage to house the second elementary (UPA K-5 II). Approximately 14,000 square feet is unusable due to the existing concrete ramps, which will be simply sectioned off as storage areas. A 8,600 square foot addition, to house the gymnasium and school entrance connector, will also be constructed to attach to the former parking garage building, which will bring the total usable square footage to approximately 67,000. The location of the UPA K-5 II will be at 435 Amsterdam in Detroit, which is three blocks northeast of the UPA High School in the New Center area. Construction began in November 2007 and will be completed by June 2008, with school classes beginning in September 2008. The total cost of the UPA K-5 II is estimated to be \$10,000,000, which includes all hard and soft costs.

I have also included renderings and a site plan to further help you with your understanding of this facility.

Please do not hesitate to contact me for more information regarding this facility. My office number is 734.414.0153.

Very truly yours,

John & Cleary

Enclosure

Cc: Peter H. Webster, Esq.

Board Resolution 07-22 New Urban Learning University Prep Science and Math Urban High School Academy

Public School Academies of Detroit

Detroit, Michigan

Resolution of the Public School Academies of Detroit Board of Directors

Upon motion of: Seconded by:

BE IT RESOLVED, that the Academy Board approves and endorses New Urban Learning and the management company for the University Prep Science and Math urban high school academy, subject to approval of the authorizer Grand Valley State University and the Michigan Department of Education.

Secretary's Certification:

I certify that the Public School Academies of Detroit Board duly adopted the foregoing resolution at a properly noticed open meeting held on the May day of August, 2007, at which a quorum was present.

The Board Secretary

BLOOMFIELD 28947-2 858222

SCHEDULE 8-1

EDUCATIONAL GOALS AND PROGRAMS

A. Mission

Building on the success of the University Preparatory Academy (UPA) system, the Academy will be a general admissions public school in Detroit as part of the Public School Academies of Detroit (PSAD) urban high school academy system that provides predominantly Detroit children with the mathematics, science, technology skills and international exposure that will enable them to attend selective universities and colleges, and pursue careers in science, technology, engineering or mathematics (STEM) in the global economy. The educational services will be provided by Doug Ross' New Urban Learning Company. His contact information is as follows:

Doug Ross New Urban Learning 600 Antoinette Detroit, MI 48202 Dross@uprep.com 248.705.9750

B. Educational Goals

The Academies' educational goals are derived from its organizational purpose and mission. The academic and non-academic (behavioral) goals provide for the proposed program and describe desired outcomes that we hope to achieve. The Academies, together with the community and others, will provide students with opportunities and experiences to achieve academic and personal success in learning environments that are intellectually challenging, motivating, supporting and sustaining.

- Goal 1: At least 90% of entering high school freshmen will graduate four (4) years later as measured by the state of Michigan's graduation rate calculation for high schools.
- At least 90% of students graduating from high school will be enrolled in post-secondary studies within the 12 months following graduation. Post-secondary studies will include four-year colleges, community college Associate Degree and Occupational Certificate programs, technical colleges, apprenticeships, and the military.
- Goal 3: The percentage of students proficient on the MEAP will be higher than that of the selected peer (currently Detroit Public Schools).
- Goal 4: Using the University Charter Schools Office MEAP regression model, the Academy will score no lower than one-half of a standard deviation below

the line of best fit after the first three (3) years of operation. The Academy's regression score will also be compared to schools with similar racial demographics.

Goal 5: The Academy will administer the Northwest Evaluation Association (NWEA) Measures of Academic Progress (MAP) and use it to assess annual growth in reading, language usage and math, in 6th through 8th grades or other tests and grades that are a part of the University Charter Schools Office program. Scores will be compared to national and University Charter School Office norms.

Goal 6: As provided by the Michigan Merit Exam, the average ACT composite score at the Academy will be higher than that of selected peer (currently Detroit Public Schools). The Academy's score will also be compared to schools with similar racial demographics.

Goal 7: Using the University Charter Schools Office ACT regression model, the Academy will score no lower than one-half of a standard deviation below the line of best fit after the first three (3) years of operation. The Academy's regression score will also be compared to schools with similar racial demographics.

C. Transportation

Like traditional magnet public schools, the Academy will not offer students transportation to and from school. The school will facilitate car pools among parents and work with private van services that offer families who cannot transport their children at a relatively low cost option.

The Academy will transport students on field trips using its own standard school bus, and will rely on contract with private van services to transport students to and from their internships and job shadows and, when needed, to and from courses at college and community college campuses in the Detroit area.

D. Food Service

The Academy will provide hot lunches for students, with a large number -65 percent plus - eligible for free or subsidized federal lunches. The Academy will contract with private food services companies that prepare, deliver and serve meals.

E. Co-Curricular and Extra-curricular Activities

The Academy's after school and summer programming will focus heavily on academic achievement, particularly in math, science and technology. The specific program has not yet been developed. Intramural sports and other activities will also be offered.

SCHEDULE 8-1

EDUCATIONAL GOALS AND PROGRAMS

UPSM Elementary Educational Goals and Program Summary

University Prep Science & Math Elementary School—Miller Campus will be a general admissions charter public K-5 elementary school in the city of Detroit providing predominately low-income Detroit children with a solid academic foundation to matriculate to and succeed in the district's rigorous, project based middle school and, subsequently, its college prep science, technology, engineering and mathematics ("STEM") high school.

The school will use the Expeditionary Learning ("EL") model as its programmatic anchor. It will be a project-based, experiential learning program emphasizing not only literacy and numeracy, but also core habits of mind and habits of work such as responsibility, perseverance, engagement, risk-taking, teamwork and hard work.

It will be the primary feeder school for UPSM Middle School, which opened in 2008, and UPSM High School, which opened in 2010. UPSM Schools are accountable for graduating at least 90 percent of incoming 9th graders and sending at least 90 percent of those graduates to college.

UPSM Schools, which serve grades 6-10 currently, are high performing, outpacing by far the Detroit Public Schools and many suburban districts on state assessments. UPSM Schools also outperform peer schools on the national norm-referenced Measures of Academic Progress (MAP) test as well as the ACT Explore and ACT Plan.

According to Excellent Schools Detroit 2011 report/ranking of Detroit schools, UPSM Middle School, which received a Walton Family Foundation start-up grant in 2008, was the 15th highest performing middle school in the City of Detroit on the state mandated Michigan Educational Assessment Program (MEAP). That report used data from 2007-2009, which captured only UPSM Middle School's first year in operation. Scores have improved significantly since then.

(NOTE: This year the state changed the cut score needed to be "proficient" on that exam and that data and the companion analysis are not releasable at this time.

UPSM High School, which received a Walton Family Foundation start-up grant in 2010 has yet to administer the state exam known as the Michigan Merit Exam (MME). However, student performance on the ACT Explore and ACT Plan puts incoming 9th graders at a composite average of 15 and incoming 10th graders at a composite average of 15.5. UPSM students—especially those who matriculate from UPSM Middle School—score at the beginning of high school what the average Detroit Public Schools' students score at the end of their high school career.

UPSM Elementary School will embrace the core programmatic pillars of UPSM's success. They are:

- Differentiated instruction and the use of personalized learning plans;
- on-going, job embedded professional development directed by experienced principals;
- community-based partnerships;
- relationship development through Advisory;
- project-based learning.
- rigor on a par with relevance and relationships;
- · data drive all programming and staffing decisions.

Located at 2251 Antietam, Detroit, 48207, in the safe and stable community known as Lafayette Park, UPSM Elementary School will, like its sister middle and high school, be a school that is of the community, by the community and for the community. Expeditionary Learning will facilitate and intensify such community immersion, which has been a hallmark of UPSM Schools since the system opened.

The mission of UPSM Elementary School is to realize each child's unique potential for excellence and cultivate their spirit of adventure and engagement through exemplary character development, intellectual achievement, and social responsibility.

The elementary school, which is an historic Detroit Public Schools building that is being renovated and tailored to the specific program needs, will open in 2013 and enroll approximately 450 students with 75 students per grade.

UPSM Elementary School will likely be a Title I school, like the middle and high schools, with at least two-thirds of the students qualifying for free and reduced-price lunch. UPSM Elementary School will be committed to enrolling students from diverse racial and ethnic backgrounds. To that end, UPSM will increase marketing activities in the Hispanic, Albanian, Middle Eastern and Hmong communities.

In addition, UPSM Elementary School hopes to draw some middle class families who live or work in Detroit to the program. Research is clear that low-income students perform better in diverse learning communities. UPSM Elementary School will also reach out to area childcare and preschool programs to increase the likelihood that incoming students have had quality early childhood learning experiences. UPSM Elementary School will recruit K-5 general admissions students from across Detroit. The elementary school will provide solid general academic preparation with a focus on literacy and numeracy. Science, technology, engineering and mathematics (STEM) will be strong, but will not dominate the curriculum. Students need not have a special interest in those areas to benefit from and thrive in the program. Student enrollment will comply with Board policy and state law. If UPSM Elementary School receives more than 75 applicants for any grade, it will conduct a lottery. Students not selected through the lottery will be placed on a waiting list in the order in which their names are drawn. All families will be notified of enrollment status within one week of the lottery.

Parents of children offered enrollment will be required to attend a parent orientation meeting to review UPSM Elementary School program. It is essential that parents/guardians who are choosing UPSM Elementary School clearly understand what they are selecting for their

child(ren). At the conclusion of this meeting, parents/guardians will have the opportunity to formally accept a place at UPSM Elementary School or reject the offer.

The expectation is that students will move from UPSM Elementary School to UPSM Middle School and then on to UPSM High School. The system will have three separate campuses within a two-mile radius in three distinct and thriving parts of the city.

Business and community partnerships will be critical parts of UPSM. Aligning with respected community institutions and businesses provides fundraising opportunities, powerful allies and strong protection from hostile legislation. The primary partnership for the elementary school will be with EL. That relationship will support and strengthen the instructional framework through professional development and ongoing monitoring, accountability standards and technical assistance. In addition, UPSM Elementary School will partner with the Society of Automotive Engineers Foundation ("SAEF") through its use of A World in Motion, an elementary engineering program. Finally, the elementary school will benefit from UPSM's district level partnerships including the Detroit Science Center and the University of Michigan. These relationships involve curriculum development, support and review, professional development, student mentoring, college readiness activities, project-based learning opportunities and staff recruitment.

UPSM Elementary School will join the rest of the district in forging relationships that support cross-cultural experiences such as pen-pal initiatives and visits to important local cultural sites to prepare students for the middle and high school study abroad experiences.

In keeping with UPSM's core principles UPSM Elementary School will maintain the following student achievement goals and school characteristics:

Student Achievement Goals

- 1. % MEAP Proficient greater than or equal to Detroit Public Schools (grades 3-5 average);
- 2. % MEAP Proficient not lower than .5 std below SES regression (grades 3-5 average); and
- 3. NWEA MAP test comparison to GVSU and National Norms (grades 3-5 average)

School Characteristics

- Small classes—25 students—led by a teacher and an aide, both of whom will loop with students for two years to ensure every student is well known, able to connect with others and develop caring teacher-student relationships.
- Differentiated Instruction/Individualized Learning Plans for every student to personalize their education, build on their specific strengths and close academic gaps/weaknesses. Teams including teachers, aids, students, parents, mentors, etc. will meet quarterly to create and revise plans based on student progress, needs, interests and core curriculum.

- Project-based learning through robust expeditions to link student interest to the curriculum, provide authentic audience and engaging, hands-on learning experiences that contribute to the community.
- Student exhibitions in addition to narrative assessments, test scores and some grades to demonstrate student subject-mastery and fine-tune communications skills.
- A year round school calendar that is also longer than most school calendars to prevent summer learning loss and provide more time for relationship and relevance activities as well as academic preparation. The instructional year is 185 regular school days stretched out over a balanced calendar with three weeks off in the winter, three weeks off in the summer and a compact six-week summer vacation.
- Global awareness to support the International Study requirement that mandates students study/travel abroad between 6th and 12th grades to graduate.
- Art, music and physical education to provide a rich and well-rounded academic experience comparable to affluent suburban schools.

EL will complement and enhance the UPSM Elementary School especially in the area of developing school culture.

EL Schools are based on the educational ideas of German educator Kurt Hahn, the founder of Outward Bound. There are more than 150 schools implementing EL in 30 states and the District of Columbia. The core is project-based Learning Expeditions, in which students engage in interdisciplinary, in-depth study of compelling topics, in groups and in their community, with assessment coming through cumulative products, public presentations, and portfolios. The EL model emphasizes high levels of student engagement, achievement, and character development.

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SCHEDULE 8-1

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SCHEDULE 8-2

CURRICULUM

A. Overview of UPSM Curriculum

UPSM Middle School and UPSM High School will be the premier science and math middle and high school in Southeast Michigan. It will offer a rigorous, project-based science and math curriculum as well as foreign language (exploratory with emphasis on Chinese and Spanish), humanities, art, music and physical education.

UPSM Middle School and UPSM High School will meet Michigan PA 25 (MCL 380.1278) Core Curriculum through an individualized and differentiated approach. Student interests and classroom projects will drive each student's tailored learning plan. Teachers and advisors will be held accountable for integrating the state's Grade Level Content Expectations and assuring mastery of them at every level.

B. Overview of UPSM High School

1. Academic Structure & Staffing

UPSM High School will be organized into advisories with a teacher-advisor and 18-20 students. This class will serve as a student's home base during the first two years of high school (Junior Institute), with students entering a new advisory for their last two years (Senior Institute). Advisories will be grouped into trios—with one advisory led by a certified Language Arts teacher, one by a certified Mathematics teacher, and the third by a certified Science teacher. These three teacher/advisors will team teach the 54-60 students in the trio, though each will retain primary responsibility for the academic and social success of the 18-20 students in his or her advisory. This structure provides a way to combine the deep personal relationship of advisory as demonstrated at UPA High School, and the need for deep teaching knowledge demanded by a high level science and math-focused curriculum. This approach is currently used in UPSM Middle School, and a variant has been used successfully for some time at UPA Middle School.

Some consideration is being given to a quad approach, which would include a certified Social Studies teacher and would expand the learning community by 18-20 students. The approach to learning and community building would otherwise remain the same.

Other school structures that will support the teaching of Michigan's core curriculum and mastery of the high school graduation requirement include:

Personalized Learning Plans for every student adds a customized layer to each child's
education and builds on his or her specific skills, learning styles, and interests. Individual
Student Learning Teams, that include the student, the teacher-advisor, and parents, will
meet four times a year to create and revise annual student learning plans based on student

- progress, needs, interests and core curriculum. Performance data will be used heavily to shape students' Personalized Learning Plans, and to adjust learning strategies and activities to insure each student's academic progress.
- Cross-curricular project-based learning and independent study options to link student interest to the curriculum and provide engaging, hands-on learning experiences;
- Unpaid student internships with adult mentors in business, professional, and public settings that build student aspiration and provide a real-world relevance for academics;
- Student public exhibitions, known as Presentations of Learning, in addition to narrative assessments, test scores and grades to demonstrate student subject-mastery and fine-tune communications skills;
- Advanced Placement classes in both mathematics and science that will be required for graduation;
- A longer school year to preserve adult relationships and provide more academic preparation. 190 regular school days + a mandatory 16-day summer program = 206-day school year;
- A summer program including a mandatory four-week math and science boot camp on campus to provide for remediation for struggling students and an array of enrichment courses for accelerated students;
- Mandatory tutoring in math and literacy during the school year to insure that no student falls behind;
- Saturday success sessions for students to stay on top of their academics by receiving tutoring, more time to complete homework and projects, opportunities for community service, and prep classes for ACT/SAT and AP tests;
- Required foreign language and foreign culture (Spanish & Chinese) courses to provide students with a global framework; and multi-cultural competence;
- Art and music offerings to provide a rich and well-rounded academic experience comparable to affluent suburban schools.

We contemplate the following staff to implement our reform strategies:

- A principal with a background in math and/or science, strong leadership experience, and a proven record of engaging teenagers in rigorous, project-oriented work. The principal will have two primary responsibilities: lead the school community of students, teachers, and parents to vigorously and collaboratively pursue the school's academic vision of college preparation with special emphasis on science and math; and, serve as the instructional leader for the staff. Traditional administrative duties that frequently saddle principals will be handled by an operations team.
- 24 teacher/advisors in core subjects. The position description for all of these teacher/advisors outlines a demanding mix of skills including a facility for building strong personal relationships with individual students, and real depth of content knowledge. Extraordinary resources will be committed to recruiting teachers nationally to find teachers who possess both these qualifications, and are committed to the mission of providing urban children with a world-class math and science education. Certified teachers will be required in the following core areas:

- Chemistry
- Biology
- Physics
- Mathematics
- Language Arts
- Social Studies
- Additional teaching and administrative staff required:
 - Internship Coordinator: This person will work with students and their advisors to find unpaid internships in the community that reflect the student's learning interests. The job includes finding these opportunities, preparing the internship mentors for their roles, overseeing criminal checks, and arranging transportation from the school to the internship sites and back. A major requirement is a high comfort level with making cold calls on business and professional people to solicit internship opportunities.
 - Chinese and Spanish Teachers: For these positions depth of knowledge and ability to make the learning of language fun and interesting are key.
 - Special Education Teacher: When the school opens, it will employ one full-time resource room special education certified teacher. Testing for IEP's, social work, speech therapy, and other specialized support required will be contracted through existing social service agencies.
 - Music Teacher: Mathematics and music are related areas. UPSM High School has made a major commitment to build advanced music programs. The initial music teacher will be hired in close consultation with our music partner, the Detroit Symphony Orchestra.
 - Technology Integration Specialist: As a STEM school, UPSM High School will provide students and teachers with cutting edge technology tools for both learning as well as producing learning products. We are seeking someone with a rich technology background who is a good listener, and can work well with teachers. This Tech Specialist need not be a certified teacher.
 - Family Services Coordinator: Part of the UPSM brand is exceptional customer service. The University Prep schools have had great success with designating persons to serve parents and guardians as primary customers, thereby taking some of this service load off the Principal. The Family Services Coordinator requires the skills of an effective ombudsman who is proficient at interpersonal relations.
 - Receptionist: This person greets visitors, answers the phone, and undertakes some clerical tasks (all staff, including the Principal, are expected to produce their own documents and correspondence.)

We expect to contract out administrative operations such compliance, financial management, human resources, school maintenance, and lunch operations to New Urban Learning (NUL), the non-profit organization that has responsibility for managing UPSM Middle School.

2. <u>Universal Design</u>

Based on recent brain research that confirms the effectiveness of teaching using multi-media, UPSM High School is strongly committed to using technology and other tools to provide a multi-media teaching and learning experience. Considerable investment is going into technology that permits teachers to both project objects on to screens as well as project directly from the Internet. In this way, students will receive information visually, verbally, and in written form. Every student's learning progress will be continuously measured, with the resulting data stream used to enable teachers to individualize learning strategies and activities to ensure each student's progress. UPA High School has been utilizing such real time feedback on student performance as a central design element, and will serve to accelerate the UPSM learning curve in this critical area.

Learning will be organized to be constructive, requiring students to actively participate in forming their insights and understanding. Project Lead-The-Way (PLTW), the nationally acclaimed engineering curriculum that will drive much of the science and math activity, is designed around active doing rather than passive listening. Group as well as individual projects will be used to organize much of the learning as a way to integrate student interests, hands-on engagement, and real-world relevance. Project-based learning also permits the integration of a student's particular intelligence and learning style into his learning activities, thereby increasing his chances of success.

UPSM High School will build a set of activities around the growing research that reflects the power of real-time intervention to keep students from falling behind and losing confidence in their identity as competent students. Any time a student struggles to understand a concept or operation during regular class periods, that student will be required to participate in tutoring that day to make sure he or she possesses the understanding upon which the next day's learning will be based. Similarly, homework that is not completed or is of low quality will require after school time with adult help to complete the work. If every student is to graduate college-ready, no student can be left to fall behind.

Assessment will be multi-faceted. Students will present their work at public exhibitions every trimester, teachers will write narrative reports for students and parents regarding the quality of student work, students will also receive traditional grades, and various standardized assessment will be used including the PLAN, EXPLORE, ACT, and MME.

3. Personalized Learning Plans

Every student at UPSM High School will have a Personalized Learning Plan (PLP) designed around the student's needs, strengths, learning styles, interests, and passions. The PLP is a driving force in the UPSM High School model. It is designed to define and meet the physical, emotional, academic and social needs of all students—whatever it takes. The initial PLP will be created by the student's Individual Learning Team, consisting of the student, his or her parents, and the teacher-advisor. The Individual Learning Team reconvenes after each trimester to review the PLP, and make necessary modifications.

PLPs will spell out the differentiated strategies that will be used with each student according to data from standardized tests, class work, the student's particular learning style, parent knowledge of their child's learning history, as well as the student's strengths, challenges, interests and passions. Students will express their learning at UPSM High School in varied ways as well—multi-media digital presentations, artwork, written products, theatrics, blogs, tests and other methods—three times a year through trimester-based Presentations of Learning (POLs).

UPSM High School will provide students with a Learning Resources System, composed of inhouse and external resources to support students with special needs, particularly those with lEPs. The system will provide supplemental assessment, specialized equipment, materials and methods, consultation and instruction as needed to ensure the full participation of every student. UPSM high school will be barrier-free and accessible. Assistive technology will be available where necessary and useful.

UPSM High School also will put in place Student Study Teams (SST). The purpose of SSTs is to provide a systematic process for the functional assessment and the development of problem-solving interventions for students who are experiencing academic, social and/or behavioral difficulties.

4. Connections With Caring Adults

UPSM High School will offer every child powerful and enduring relationships with teachers and mentors from the world of work and other parts of the community.

Adult connections at UPSM High School will be used to address both relationship and relevance in the school design. Here the work by UPA will be utilized to provide every student with deep, enduring adult relationships.

As indicated above, every student will have an advisor with whom the student will work closely for two years, before being assigned to another advisor for the final two years. These advisors will take ultimate responsibility for the success of their students. Keeping classes small is critical if advisors are to know each student well, and have the time to provide whatever support is needed. At UPA each advisor is told: "You are the aunt or uncle who went to college, and these students in your advisory should be regarded as nieces and nephews. You are expected to do whatever it takes to make sure each student succeeds, graduates from high school, and goes on to post-secondary studies." Sometimes this can be accomplished by simply being that college-educated aunt or uncle, i.e., interested adult. Sometimes it necessitates playing a more involved role.

With 98 percent of the Class of 2008 graduating from University Prep High, and 94 percent going on to college with a predominantly poor minority student body, UPSM is committed to creating these same effective advisor-student relationships.

Unpaid internships provide another set of adult relationships for all students. Internship mentors model successful behavior in the world of work, and provide another set of interested, educated adults for students to connect with, confide in, and model.

5. Integrating Out-of-School Activities & Student Learning

The UPSM High School design integrates out-of-school activities and student learning in a number of proven ways:

- All students participate in unpaid internships each year with the goal of connecting relevant project work at the internship site with learning goals that are part of the student's Personal Learning Plan. The internships, know as Learning Through Internship or LTI, are not job shadows or busy work. The student's mentor, advisor, and the student must design a project that is academically ambitious, produces a product that is of use to the workplace organization, and is consistent with the student's PLP learning goals. LTI's are a powerful means of giving school-based learning objectives real relevance to students.
- The mandatory after-school tutoring and homework club described above are powerful devices for strengthening student class-based learning. These requirements for extra learning time are not offered as punishment, but rather as evidence of the commitment the school and student's family has to making sure the student is college-ready upon graduation.
- Dual-enrollment courses for junior and senior students will be a major design element at UPSM High School. By taking college courses at University of Michigan-Dearborn, Henry Ford Community College and Wayne State University, students will get a strong sense of what constitutes academic excellence and college readiness. The work ethic demanded at the high school becomes more meaningful and less arbitrary as students struggle with college work loads.
- Academic Games, FIRST Robotics, debate, and strings, choir and jazz band and chess become important after-school activities that draw on school-based skills and efforts to develop critical thinking, while strengthening and reinforcing them. These activities, along with Science Fair competitions, are the extra-curricular activities that UPSM High School will commit to and strive to excel in both state and national competitions.
- Being that a strong body supports a strong mind, UPSM High School will offer a PE program and limited interscholastic sports, with boys and girls basketball and co-ed track as the initial options.

C. Overview of UPSM Middle School

A positive, achievement-oriented school culture is a critical foundation to student and staff success. UPSM Middle School will embrace the successful curriculum created and used by the award-winning staff at Perspectives Charter High School (Grades 6-12) in Chicago.

A student's "Personal Learning Team" (advisor, student, parent, mentor) chooses each quarter's learning goals and help to create a students' Learning Plan. The goals selected each quarter

reflect both what a student needs to work on, the learning opportunities his/her project presents and the state's Grade Level Content Expectations.

A Disciplined Life© builds a culture of success – personal success and academic success. It addresses each student as a whole person, understanding that personal character growth and academic progress are interdependent in producing responsible members of society who wish to lead meaningful lives.

A Disciplined Life nurtures intellectual individuals prepared to thrive in a rigorous academic environment, and engage members of their community in spirited debate and dialogue. It gives our students the tools to foster a genuine community of young adults who understand, appreciate and respect the differences of their peers.

Key components of the curriculum are:

Self Perception

- Accept only quality work from yourself
- Take responsibility for your actions
- Seek wisdom
- Be open-minded
- Think critically and be inquisitive
- Love who you are
- Demonstrate honesty, integrity, and decency
- Be generous
- Be a life-long learner
- Live a healthy lifestyle

Communication

- Communicate effectively
- Challenge each other intellectually
- Show gratitude
- Solve conflicts peacefully
- Respect each other's differences
- Be positive and supportive of each other
- Show compassion

Productivity

- Demonstrate a strong work ethic
- Use your time wisely
- Listen actively
- Be punctual and prepared
- Be organized
- Be reflective

- Be reliable
- Take initiative
- Demonstrate perseverance

1. Scope and Sequence of Academic Curriculum

Science Curriculum

The Detroit Science Center partnership

UPSM Middle School will be physically and programmatically attached to the Detroit Science Center, providing significant, but as yet unrefined, curriculum partnership opportunities. The Detroit Science Center will house one of its education directors at UPSM to ensure smart, coordinated lessons and programming around permanent and traveling exhibits.

All of the Detroit Science Center's exhibits will be available for UPSM students to visit and to use in hands-on lessons. UPSM students will literally interact with real science, scientists and science enthusiasts every school day.

UPSM also plans to draw on the expertise of Margaret Holtschlag, a recent Michigan Teacher of the Year, whose specialty is developing curriculum that aligns with state standards and uses museums, zoos, historical sites and other community resources.

In addition, UPSM is finalizing a partnership with the University of Michigan's College of Engineering. The goals of the partnership are to work in consultation with college faculty and professional engineers to develop meaningful engineering-related lessons, experiences and career exposure for students and staff. The partnership provides for curriculum development, professional development, on-campus experiences and research opportunities for students and staff as well as mentoring and college application and preparation assistance.

IQWST

The formal science curriculum at UPSM will be the Investigating and Questioning our World through Science and Technology (IQWST), an inquiry and project-based science curriculum developed by the National Science Foundation in partnership with the University of Michigan's Center for Highly Interactive Classrooms, Curricula and Computing in Education (hic3e), Northwestern University, Michigan State University, Columbia University, the University of Illinois, and Project 2061.

UPA Middle School will be piloting the curriculum in the 2007-2008 school year and adjustments will be made as necessary for implementation at UPSM in 2008-2009.

IQWST materials align with national standards, are rooted in principles of project-based scientific inquiry, focus on science's "big ideas," and employ research-based practices shown to promote students' science and science literacy learning.

The coordinated curriculum for grades 6-8 sequences physics, earth science, biology and chemistry instruction to build upon students' prior knowledge and experiences in the real world, and to build understanding from unit to unit both within and across the middle school years. Students learn complex scientific ideas by engaging in practices that include working with models, constructing scientific explanations, engaging in argumentation and debate, analyzing data gathered either from students' own investigations or captured within complex datasets, and presenting ideas to peers.

IQWST is grounded in five principles:

1. Inquiry

Each unit will be structured around investigations that require students to ask questions, plan experiments, and collect, analyze and share data and information. The investigations will also allow students to experience scientific phenomena and processes, and to examine new information.

2. Driving Questions

The context for the inquiry is created through the use of driving questions, based on real world experience. A driving question is rich, open-ended, and connects with authentic interests and curiosities students have about the world. The target science ideas and skills are instrumental to understanding and answering the driving question.

3. Real World Phenomenological Experience

IQWST uses anchoring events to help students apply their emerging scientific understandings to the real world, thus helping them see value in their academic work. An anchoring event might engage students in observations of their environment.

4. Connecting to Community Problems and Issues

Once driving questions are developed, IQWST uses a number of strategies to connect the driving questions posed by students to specific problems or issues that exist in their communities. The curriculum draws on parents and community members to generate resources that can be used to carry out investigations and to apply scientific concepts learned in the classroom to the actual problems of the community.

5. Literacy Links

IQWST attends to scientific literacy issues such as highlighting how scientific language, discourses, and writing genres differ from the technical language, discourses, and genres of other content areas. The program integrates scientific literacy outside of science classrooms by making links to language arts classrooms, where teachers engage students in the production of texts related to the scientific concepts and community problems that they are studying.

IQWST provides opportunities for students to engage in and critique scientific discourse, such as making explicit how and why scientists communicate with one another, with the public, and with political leaders. Students might examine actual documents prepared by scientists on different sides of a science policy issue. In addition, students might examine how the same scientist writes differently about an issue when writing to another scientist and when writing to inform the public or representatives of a government agency.

IQWST Sixth Grade Scope and Sequence

| | Physics | Chemistry | Earth Science | Biology |
|---------------------|--|--|--|--|
| Driving Question | Sceing the Light: Can I Believe my Eyes? | How Can I Smell Things From A Distance? | How Does Water Shape Our World? | Where Have All the Creatures Gone? |
| Learning Goals | 1) Light interacts with matter by transmission, absorption, or reflection (including scattering) 2) Absorption of light can cause changes in matter. 3) Colors of light can be combined or separated to appear as new colors 4) Human eyes can detect only a limited range of light wavelengths. 5) Different wavelengths of light are perceived as different colors | 1) All matter is made up of atoms 2) Atoms may stick together in well-defined molecules or may be packed together in large arrays. 3) Atoms and molecules are perpetually in motion. 4) Some molecules may get enough energy to escape into a gas. 5) Increased temperature means greater average energy of motion, so most substances expand when heated. | 1) Landforms on the earth's surface 2) Water cycle 3) Changes in the earth's surface are abrupt while other changes happen very slowly. 4) Sediments of sand and smaller particles are gradually buried and are cemented together by dissolved minerals to form solid rock again. 5) Sedimentary rock buried deep enough may be reformed 6) Rock cycle | 1) Food provides fuel and building material 2) Plants make sugar 3) Plant and animal distinctions 4) Structure and function of animals and plants 5) Food webs 6) Relationships between organisms 7) Competition for resources and abiotic factors |
| Practices | Modeling, conducting investigations, and scientific explanations | Modeling | Designing investigations and modeling | Constructing and defending scientific explanations |
| Summary | Students gain a deeper understanding of how light moves through space, what happens when it meets matter, how our eyes detect light, how colors of light can be perceived to be different than what they really are, and finally that there are types of nonvisible light. | Students develop an understanding of the particle nature of matter through experiencing and explaining a variety of phenomena. | Students explore how water moves in the parks, what rock is present in the parks and how the water and rock interact. | Students investigate the structures different organisms have in order to eat and reproduce, the different relationships between organisms, and the abiotic factors that affect ecosystems. |

IQWST Seventh Grade Scope and Sequence

| | Physics | Chemistry | Earth Science | Biology |
|-----------|-------------------------|-------------------------|-------------------------|--------------------------|
| Driving | Why Do Some | How Can I Make | How Is Weather | What's Going On |
| Question | Things Stop While | New Stuff From Old | Predictable? | Inside Me? |
| Quotion | Others Keep Going? | Stuff? | | |
| Learning | 1) Energy appears in | 1) A substance has | 1) Global patterns of | 1) All living things |
| Goals | different forms and | characteristic | atmospheric | are composed of cells. |
| Goals | cannot be created or | properties, all of | movement influence | 2) The cells in similar |
| | destroyed. | which are | local weather. | tissues and organs in |
| | 2) Plants use the | independent of the | 2) The cycling of | other animals are |
| | energy from light to | amount of the | water in and out of the | similar to those in |
| | make sugars from | sample. | atmosphere plays an | human beings but |
| | carbon dioxide and | 2) Atoms may stick | important role in | differ from cells |
| | water | together in well- | determining climatic | found in plants. |
| | 3) Energy from the sun | defined molecules or | patterns. | 3) Body systems are |
| | is available | may be packed | 3) The sun is the | for obtaining and |
| | indefinitely. | together in large | major source of | providing energy, |
| | 4) Electrical energy | arrays. | energy for phenomena | defense, reproduction, |
| | can be produced from | 3) Substances react | on the earth's surface. | and the coordination |
| | a variety of energy | chemically in | 4) The temperature of | of body functions. |
| | sources and can be | characteristic ways to | a place tends to rise | 4) Various organs and |
| | transformed into | form new substances | and fall in a somewhat | tissues function to |
| | almost any other form | with different | predictable pattern | serve the needs of |
| | of energy. | characteristic | every day and over the | cells for food, air, and |
| | 5) Different ways of | properties. | course of a year. | waste removal. |
| | obtaining, | 4) When substances | 5) Heat moves in | 5) Food must first be |
| | transforming, and | interact to form new | predictable ways, | digested into |
| | distributing energy | substances, the atoms | flowing from warmer | molecules that are |
| | have different | that make up the | objects to cooler ones, | absorbed and |
| | environmental | molecules of the | until both reach the | transported to cells. |
| | consequences." | original substances | same temperature. | |
| | | combine in new ways | | |
| | | to form the molecules | | |
| | | of the new substances | | |
| Practices | Generating | Modeling and | Data analysis, | Explanations, |
| | explanations, | designing | modeling, and | modeling, data |
| | designing | investigations | scientific explanations | gathering and analysis |
| | investigations, data | | | |
| | gathering, organization | | | |
| ···· | and analysis | | | |
| Summary | Students investigate | Students complete a | Students learn about | Students examine |
| 12 | how energy is involved | number of | surface and | biological |
| | in everything in the | investigations, to | atmospheric processes | organization and |
| | world, and how it can | initially understand | behind weather and | development, from |
| | be converted from one | substances, properties, | climate. | cells to systems. |
| | type to another and | substances interacting | | |
| | transferred between | to form new | | |
| | systems. | substances (i.e. | | |
| | | chemical reactions), | | |
| | | and finally | | |
| | | conservation of mass. | | |

IQWST Eighth Grade Scope and Sequence

| | Physics | Chemistry | Earth Science | Biology |
|-----------|--|---------------------------------------|---|---|
| Driving | Force and Motion | Where do I get the | What will Earth | Genetics and |
| Question | | energy to do things? | look like in the | Natural Selection |
| | | | Future? | |
| Learning | 1) If more than one | 1) Food provides the | 1) The sun is many | 1) Hereditary |
| Goals | force acts on an object | fuel and the building | thousands of times | information is |
| | along a straight line, | material for all | closer to the earth | contained in genes on |
| | then the forces will | organisms. | than any other star. | chromosomes in each |
| | reinforce or cancel one | 2) Organisms that eat | 2) Nine planets of | cell. |
| | another, depending on | plants break down the | very different size, | 2) In some kinds of |
| | their direction and | plant structures to | composition and | organisms, all the |
| | magnitude. | produce the materials | surface features move | genes come from a |
| | 2) Unbalanced forces | and energy they need | around the sun in | single parent, whereas |
| | acting on an object | to survive. | nearly circular orbits. | in organisms that have |
| | change its speed or | 3) Matter is | 3) The interior of the | sexes, typically half of |
| | direction of motion, or | transferred from one | earth is hot. Heat | the genes come from |
| | both. | organism to another | flow and movement | each parent. |
| | 3) An object that is not | repeatedly and | of material within the | 3) Individual |
| | subjected to | between organisms | earth cause | organisms with certain |
| | unbalanced forces will | and their physical | earthquakes and | traits are more likely than others to survive |
| | continue to move at a | environment. | volcanic eruptions and create mountains | and have offspring. |
| | constant speed and in a | 4) Energy can change from one form to | and create mountains and ocean basins. | 4) Changes in |
| | straight line. 4) Electric currents | another in living | 4) Some changes in | environmental |
| | 1 1 | things. | the earth's surface are | conditions can affect |
| | and magnets can exert a force on each other. | 5) To burn food for | abrupt while other | the survival of |
| | 5) The sun's | the release of energy | changes happen very | individual organisms |
| | gravitational pull holds | stored in it, oxygen | slowly | and entire species. |
| | the earth and other | must be supplied to | 5) Gravity is the force | 5) Small differences |
| | planets in their orbits | cells, and carbon | that keeps planets in | between parents and |
| | planes in men crois | dioxide removed | orbit around the sun | offspring can |
| | | | and governs the rest | accumulate (through |
| | | | of the motion in the | selective breeding) in |
| | | | solar system. | successive |
| | | | | generations. |
| Practices | Generating | Modeling, designing | Integrating scientific | Scientific explanations |
| | explanations, | and conducting | theory and data, | and data analysis |
| | designing | investigations | scientific | - |
| | investigations, data | | explanations | |
| | gathering, organization | | | |
| | and analysis | | ••• | |
| Summary | Students develop an | Students investigate | Students explore | Students gain a deeper |
| | understanding of | the nutritional value of | large-scale geological | understanding of |
| | forces and the laws of | food and how the body | processes on Earth | genetics and natural |
| | motion. | uses it, and the process | and other planets. | selection. |
| | | by which plants | | |
| | | transform light energy | | |
| | | into chemical energy. | | |

Mathematics Curriculum

Wayne State Math partnership

UPSM will continue using Wayne State University (WSU) Math instructors. They will, however, intensify the successful math curriculum they have been providing to UPA students.

The goals of the WSU Mathematics Program at UPSM Middle School are two-fold:

- First, a culture of excellence among the students is expected where every student meets high standards and high expectations.
- Second, WSU will provide each student with authentic and rigorous mathematical foundations and reasoning skills necessary for further study and continued academic success. The mathematics program will support and enhance the work completed in the science program.

The curriculum is designed to meet the guidelines established in the Grade Level Content Expectations and to enable students with the skills and confidence necessary to prepare them for college and STEM careers. Classes are designed to address the individual needs of every student and equip them with a full year of Algebra by the end of the eighth grade. In addition to regular mathematics instruction, students will participate in a mathematical thinking course. This class introduces material well beyond the reach of the standard curriculum. It is designed to build students' confidence and pride in their work with mathematics, establish the relevance and power of the "basic" curriculum, strengthen and extend critical thinking skills, engage students in the "fun" of mathematics and provide them with an appreciation of the subject that will encourage them to pursue higher mathematics courses.

Singapore Math & Other Asian math principles

UPSM Middle School will also draw on Singapore Math and other Asian math strategies to ensure the highest levels of math achievement possible.

Those principles include the following four items:

1. Simplifying the curriculum so that students learn fewer things each year but learn them in much greater depth.

Research indicates as much as 75 percent of the math taught each year in American classrooms is a review of previously learned material. UPSM Middle School will follow the lead of Singapore and Hong Kong and reduce dramatically the time spent on such review by focusing on fewer concepts and operations each year and making sure students master them.

2. Constructing pedagogy for math that always moves from the concrete to the abstract when introducing new math concepts and operations to students.

UPSM Middle School will draw on instructional power of using concrete objects and digital representations of objects to introduce new math ideas to students. Once students are able to grasp a concept using physical objects, they can move to theoretical representation of problems much more effectively and with a better grasp of the problem.

3. Organizing real time tutoring to make sure no student falls behind.

UPSM Middle School math teachers will use daily quizzes to make sure they receive constant feedback on each student's comprehension of the material. Whenever feedback reveals that a student has failed to understand some part of the learning for that day, students will receive individual tutoring around the specific math challenge within 24 hours.

4. Immersing students in mathematics.

In order to make mathematics a priority for students, schools must surround children with math. At UPSM Middle School, math and mathematical symbols will show up everywhere from the steps to the lockers and from the bulletin boards to the ceilings. UPSM Middle School will have math labs, math libraries, game rooms, and math competitions.

Language Arts

UPA's experience has shown that incoming sixth graders often are reading and writing at second to fourth grade levels and need significant remediation to perform at grade level. Based on that history with Detroit's general admissions students, within five years, UPSM will achieve the following:

- 90 percent of students to read at beginning 8th grade level or above by the end of the 8th grade;
- Students will achieve 90 percent proficiency on the 8th grade MEAP in English Language Arts.

UPA students tend to fall into three developmental reading categories:

- Students who read at or above grade level;
- Students who read 1 or 2 years below grade level;
- Students who read 2+ years below grade level.

UPA has provided teachers with two literacy approaches to increase the reading proficiency of struggling readers and challenge high performing ones.

READ 180

READ 180 for students reading two or more years below grade level. READ 180 is comprehensive reading intervention program that is proven to meet the needs of students performing below proficient levels. READ 180 incorporates adaptive and instructional software with high-interest literature and continual analysis of student performance.

Balanced Literacy Approach

UPSM will use a balanced literacy approach for all students, combining phonics and whole language to target strengths and weaknesses.

Components of this approach are:

| Reading Components | Writing Components | |
|------------------------------|------------------------|--|
| Phonemic Awareness & Phonics | Modeled/Shared Writing | |
| Shared Reading | Interactive Writing | |
| Reading Aloud | Writing Process | |
| Guided Reading | Writer's Workshop | |
| Running Records | Independent Writing | |
| Literature Studies | Word Study | |
| Independent Reading | Guided Writing | |
| Reader's Workshop | | |

UPSM Middle School has not selected a pre-packaged English/Language Arts curriculum at this point.

Staff will build on the current offerings at UPA using Guiding Readers and Writers (Grades 3-6) by Irene Fountas and Gay Su Pinnell. The curriculum development guide book is one of the most comprehensive literacy resources available and will assist UPSM in creating a robust language arts program built around the following principles:

- The language/literacy program will build community through language, word study, reading, writing, and the visual arts.
- Students will develop interests as readers, selecting books for themselves every day.
 Independent reading activities, mini lessons, conferences and reading response journals will be incorporated.
- Students will engage in guided reading and teachers will use be proficient in dynamic grouping and selecting and using leveled texts.
- Students will have rich and lively experiences with literature, including book clubs, group reading, interaction with authors and others in the community. UPSM will seek to establish a "One Book; One Community" project whereby youth and adults in the community read and react together to a selected piece of literature.

- Students will be steeped in comprehension and word analysis activities as well as the reading and writing process and various ways to construct meaning from text.
- Phonics, spelling and vocabulary will be built into the program.
- Students will learn to connect reading and writing through poetry, writer's notebooks, writer's talks, genre, content literacy, and research. Students will learn to read and write a variety of genre.

Foreign Language/International Culture

UPSM Middle School students will begin foreign language studies in the sixth grade with a Foreign Language Exploratory Course (FLEX) in which they will be exposed to Chinese, Spanish, French and Arabic language and culture.

Exposure will include lessons in the language and also field trips to culturally significant sites, restaurants, museum exhibits and community resources. Speakers from the different cultures will visit students regularly and sister school and pen pal relationships will be established online and in person with peers around the world.

After students are exposed to the FLEX they will choose to pursue either Chinese or Spanish beginning in eighth grade. The exposure and preparation at the middle school will prepare students for the UPSM High School study-abroad program. Beginning in the ninth grade, students will travel to sister schools around the world and further deepen their cultural competence and international savvy. By graduation from UPSM High School, students will be proficient in Chinese or Spanish language and culture.

<u>Art</u>

UPSM Middle School is working with the College for Creative Studies (CCS) to formulate an arts curriculum and artist-in-residence program that will provide students with a sophisticated understanding and appreciation of art. UPSM Middle School students will develop an appreciation of art as a form of communication as well as an expression of historical and cultural traditions.

Students will experiment with a variety of media to create visual art. UPSM Middle School students will learn the elements of art—line, shape, space, color, value, texture and form—through two-and/or three-dimensional work. Students also will learn to apply art principles—rhythm, movement, balance, proportion, variety, emphasis and unity—in their work. Students will develop a respect for their own ideas and artistic expressions and those of others as they analyze and evaluate works of art in school, in the community and around the world.

Music

UPSM Middle School will, like UPA, draw on the resources of MOSAIC Youth Theatre for some drama and music instruction.

In addition, UPSM Middle School has entered into partnership discussions with the Detroit Symphony Orchestra. The DSO education director and certified teacher Charles Burke and staff will work with UPSM Middle School's music teacher to craft a curriculum that explores the major musical periods from Renaissance to contemporary through literature and performance and uses the symphony and its facilities as key resources. Students will become well-versed in and have real-world experiences with different musical genres from jazz to classical and from swing to hip-hop.

Based on their interests and passions, students will be able to participate in band(s), string ensembles, choir (s) and perform for the community through the DSO's Civic Youth Ensemble program.

Physical Education

UPSM Middle School will offer physical education, including rigorous physical activity, multiple times per week. The school's approach to physical education will stress fitness, safety, nutrition and good health for life. The state's health education requirement will also be fulfilled through the physical education class at UPSM Middle School.

The physical and heath education lessons will be designed to work closely with the science and math programs at UPSM Middle School, integrating anatomy, physiology, nutrition and other relevant lessons as much as possible.

UPSM Middle School staff and students will make a public commitment to be a healthy school. There will be no candy, pop or other unhealthy snacks in vending machines. The school will teach and model healthy, active lifestyles and work aggressively to curb teen obesity and give students the education and the motivation to avoid smoking, drugs and alcohol abuse.

2. <u>Unique Instructional Designs and Methodologies</u>

UPSM Middle School will follow the UPA instructional principles, which have proven successful for urban learners. In a broad sense, those principles are: personalization, relevance and rigor.

UPA and other successful urban schools have demonstrated that academic rigor alone does not provide the motivation or the cultural competence required for urban learners to thrive in high school, college or work environments.

Personalization and real-world connections round out an urban student's educational experience because they compensate for what is so often lacking their home and community experiences.

Personalization

Best practices research and UPA's eight years of experience confirm that learning must be personalized to be deep, meaningful and motivating. UPSM Middle School's approach to learning is inspired by the Big Picture Company's "one student at a time" philosophy and, in

accordance, will develop a tailored curriculum for each student while maintaining a focus on state, national and school curriculum standards and mandates.

The following structures make this promise real:

Small schools with small classes led by teachers who also serve as advisors to ensure that
every student is known, able to connect with others and develop caring teacher-student
relationships.

UPSM Middle School will enroll 324 students in grades six and seven for the 2008-2009 school year, and add another 162 students and an eighth grade the following year for a total of 486 students at capacity.

Math, science and language arts classes will be taught by advisors who are highly qualified in—and passionate about—those subjects. The classes will be limited to 18 students each. Each house will include nine advisories divided into one team of three sixth grade advisors sharing 54 students, one team of three seventh grade advisors sharing 54 and a team of three eighth grade advisors sharing 54 students.

Students remain in the same advisory for all three years of middle school, creating a family or community of learners who know each other well and operate as a cohesive, collaborative unit over time. Students will learn foreign language, art, music and PE outside of their advisories during the school day.

Individualized Learning Plans for every student to personalize their education and build
on their specific interests. Teams including teachers, students, parents, mentors, etc. will
meet quarterly to create and revise plans based on student progress, needs, interests and
core curriculum.

These plans are based upon the student's interest, state, national and school standards and the team's assessment of the student's needs and progress.

Differentiated learning groups and projects are fundamental strategies that will be used at UPSM Middle School.

• Family connections are critical to knowing and connecting with students. UPSM Middle School staff will make home visits prior to the start of the school year. They will interview parents and other family members to deepen their understanding of each student. They will also meet with parents and family members every quarter to discuss and refine learning plans.

Relevance

Best practice research, and UPA's eight years of success, underscore that learning is enhanced and students are more engaged when their school work is authentic, connected to the real world and embedded in their interests.

UPSM Middle School will provide relevance in the following ways:

- Project-based learning to link student interest to the curriculum and provide engaging, hands-on learning experiences.
- Learning Through Internships to connect students to organizations and mentors in the community and provide a real-world, relevant connection to academics. UPSM Middle School students will spend a half-a-day a week at a mentor's worksite, a job-shadow experience or an independent project at the Science Center.
- Student-led exhibitions in addition to narrative assessments, test scores and some grades
 to demonstrate student subject-mastery and fine-tune communications skills. The studentled presentation of competence drives home the importance of self-assessment and goalsetting. It also reminds students that they play a critical role in establishing their work
 each quarter.
- Pick-Me-Up (PMU) will be a central design feature of UPSM Middle School. It is the time each morning when the entire school or an entire house comes together as a community to discuss school-wide issues and events, witness student performances, and listen to interesting people from the broader community. It is where a good deal of the school culture-building activities occur.

Rigor

High expectations are fundamental to student achievement and school success. Researchers and educators have confirmed that expecting and demanding more yields more. At the same time, UPSM Middle School, drawing from UPA's experience, recognizes that simply increasing and identifying expectations does not guarantee they will be achieved.

UPSM Middle School will hold students to the same high standards as the best suburban and private schools. To ensure that students rise to those expectations, UPSM Middle School will provide the following:

- A longer school year to preserve relationship and relevance activities and provide more academic preparation. 190 regular school days + 16-day required summer program = 206-day school year.
- Substantive partnerships with the University of Michigan colleges of education and engineering. These relationships involve curriculum development, support and review, professional development, student mentoring and college readiness and teacher recruitment.
- A summer program including a mandatory four-week math and science camp on campus to provide for remediation for struggling students and enrichment for accelerated students.

- Scholastic's READ 180, a rigorous reading and literacy intervention program that moves struggling readers through challenges quickly and effectively using technology, print and professional development. The program directly addresses individual needs through differentiated instruction, adaptive and instructional software, high-interest literature, and direct instruction in reading, writing, and vocabulary skills.
- Learning resources system that uses internal and external resources to support students with special needs—including gifted and talented students. This system provides additional assessment, specialized equipment, materials and methods as needed to ensure the full participation of every student.

3. Technology Plan

UPSM Middle School will integrate technology into all aspects of schooling. The curriculum will be designed to ensure that students become producers and creators of technology, not just consumers. Students will gain useful technology skills through application to core academic content, rather than learning about technology for its own sake.

In science, for example, UPSM students will interact with more powerful tools than have been traditionally available for students, so they can more thoroughly access, analyze, and interpret scientific data. The IQWST curriculum uses technology to enhance the learning of science and allow students to take part in inquiry that would not be possible without such tools. IQWST demands that students use technology repeatedly so it becomes a routine part of their scientific practice.

UPSM will also equip a "digital lab" where students will learn to use a range of cutting edge production programs and become proficient using multi-media technology to present their work.

SMARTBoard technology will be used across the curriculum to improve the interactive nature of lessons and provide efficient, digital access to information for students, staff and parents.

Students will also regularly access online courses through Michigan Virtual University, the Wayne County RESA and colleges and universities. The experiences will be monitored by certified teachers at UPSM Middle School for relevance, rigor and quality.

Technology goals for the school include the following:

- Students will use cutting edge technology as a tool for learning academics, networking inside and outside of the community and creating products and artifacts.
- Technology will be integrated into all courses.
- Students will master technological skills needed to express their learning and accomplishment and function in an increasingly high-tech world.
- Students will use modem connectivity and wireless technology to have access and to interact with the information on the Worldwide Web.
- Email and other electronic communications will be used as a primary communication tool

within the school, the community and the world.

- Students will develop ethical values with regard to the use of technology.
- Technology will be used to motivate students to learn.
- Students will use technology to create imaginative and innovative solutions to problems.
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SCHEDULE 8-2

CURRICULUM

UPSM Elementary Curriculum

UPSM Elementary School will meet Michigan PA 25 (MCL 380.1278) Core Curriculum through an individualized and differentiated approach. Classroom projects and expeditions will drive each student's tailored learning plan. Teachers and advisors will be held accountable for integrating the state's Grade Level Content Expectations/Common Core assuring mastery of them at every level.

UPSM Elementary School will have a seven-hour school day from 8:30 a.m. to 3:30 p.m. including a half hour lunch, and a 185-day school year, delivered through a balanced year-round schedule with three weeks off in the winter, three weeks off in the spring and a compact sixweek summer break.

UPSM Elementary School will follow the UPSM Schools instructional principles, which have proven successful for urban learners. In a broad sense, those principles are: personalization, relevance and rigor.

Many successful urban schools have demonstrated that academic rigor alone does not provide the motivation or the cultural competence required for urban learners to thrive in high school, college or work environments. A strong achievement-oriented school culture is essential to student and staff success.

UPSM Elementary will use the Expeditionary Learning Model as a framework, with special emphasis on the culture-building aspects of the program.

Expeditionary Learning schools build cultures of respect, responsibility, courage, and kindness, where students and adults are committed to quality work and citizenship. School structures and traditions such as crew, community meetings, exhibitions of student work, and service learning ensure that every student is known and cared for, that student leadership is nurtured, and that contributions to the school and world are celebrated. Students and staff are supported to do better work and be better people than they thought possible.

An Expeditionary Learning school culture is planned for, developed, and sustained through practices that bring the community together, promote shared understandings, and encourage all community members to become crew, not passengers. Students in EL schools are known well and supported by adults. The structure of crew allows for relationship building, academic progress monitoring, and character development. Crew allows students to build positive connections with their peers and with their crew leader. Crew leaders strategically plan crew to address and assess these multiple goals. Multi-year relationships are also forged in other school structures (e.g., multi-age classrooms, looping) to ensure that students' needs are met and individual strengths are discovered. Outside of school, mentoring, internships, and apprenticeships foster relationships between students and community members.

Crew in Elementary Classrooms

- 1. Crew meetings, typically involving the whole class, are held at the beginning of the day (often referred to as "morning meeting") and frequently at the end of the day as well.
- 2. As crew leaders, teachers develop learning targets and instructional plans to support relational and performance character development, literacy, portfolio work, adventure, service learning, and school-wide concerns.
- 3. Crew allows students and teachers to forge productive relationships over time to support their achievement.
- 4. Crew provides a time to focus on relationship building among students and between adults and students (e.g., through greetings, personal sharing, classroom discussions).
- 5. Crew provides a check-in on how the class is doing in terms of character and academic progress, and how well individuals are doing. If there are problems with courtesy, behavior, tolerance, or responsibility in the group, those problems are often addressed in this setting.
- 6. Crew provides an opportunity to help students define what it means to be an EL school (e.g., commitment to positive character, exploration of the design principles, the concept of "crew, not passengers").
- 7. Crew leaders set the tone for high achievement by engaging students in collaboration and competition in a joyful, supportive environment (e.g., through the use of cooperative and problem-solving games).
- 8. Whenever possible, students in crew sit in a circle so they can see each other, participate actively in discussion, and hold each other accountable for high standards of character.

Expeditionary Learning is built around ten Design Principles, each of which, philosophically, supports the development of a strong culture of excellence.

They are:

Primacy of Self-Discovery

Learning happens best with emotion, challenge, and the requisite support. People discover their abilities, values, passions, and responsibilities in situations that offer adventure and the unexpected. In Expeditionary Learning schools, students undertake tasks that require perseverance, fitness, craftsmanship, imagination, self-discipline, and significant achievement. A teacher's primary task is to help students overcome their fears and discover they can do more than they think they can.

Having Wonderful Ideas

Teaching in Expeditionary Learning schools fosters curiosity about the world by creating learning situations that provide something important to think about, time to experiment, and time to make sense of what is observed.

Responsibility for Learning

Learning is both a personal process of discovery and a social activity. Everyone learns both individually and as part of a group. Every aspect of an Expeditionary Learning school

encourages both children and adults to become increasingly responsible for directing their own personal and collective learning.

Empathy and Caring

Learning is fostered best in communities where students' and teachers' ideas are respected and where there is mutual trust. Learning groups are small in Expeditionary Learning schools, with a caring adult looking after the progress and acting as an advocate for each child. Older students mentor younger ones, and students feel physically and emotionally safe.

Success and Failure

All students need to be successful if they are to build the confidence and capacity to take risks and meet increasingly difficult challenges. But it is also important for students to learn from their failures, to persevere when things are hard, and to learn to turn disabilities into opportunities.

Collaboration and Competition

Individual development and group development are integrated so that the value of friendship, trust, and group action is clear. Students are encouraged to compete, not against each other, but with their own personal best and with rigorous standards of excellence.

Diversity and Inclusion

Both diversity and inclusion increase the richness of ideas, creative power, problem-solving ability, and respect for others. In Expeditionary Learning schools, students investigate and value their different histories and talents as well as those of other communities and cultures. Schools and learning groups are heterogeneous.

The Natural World

A direct and respectful relationship with the natural world refreshes the human spirit and teaches the important ideas of recurring cycles and cause and effect. Students learn to become stewards of the earth and of future generations.

Solitude and Reflection

Students and teachers need time alone to explore their own thoughts, make their own connections, and create their own ideas. They also need to exchange their reflections with other students and with adults.

Service and Compassion

The curriculum of UPSM Elementary School will align with the Michigan Department of Education's Curriculum Framework, the new and evolving Common Core and the ACT College Readiness Standards.

UPSM Elementary School staff will identify Power Standards for each grade level in each core curriculum area. These are the subset of concepts and skills deemed to be most critical in establishing the foundation students need to progress from grade to grade. Curriculum programs and materials will be selected by UPSM Elementary School's staff to promote achievement of State standards/Common Core, to most effectively engage students, and to provide as much authentic learning as possible.

UPSM Elementary School will use the **Balanced Literacy** approach to teaching reading and writing, developed by nationally recognized researchers Irene Fountas and Gay Su Pinnell. This approach combines many elements of literacy development, including phonics, comprehension, thinking about reading and writing, talking about reading and writing, and writing about reading and writing to produce highly capable readers and writers.

The Measures of Academic Progress (MAP), administered three times a year, will be used to determine student growth. Accelerated Reader, by Renaissance Learning will be used as a formative assessment tool to determine student progress on a weekly and monthly basis. Remediation and acceleration will be provided in real time based on the results of these assessments.

The Everyday Math Program, a nationally recognized research-based program developed at the University of Chicago, will be used in mathematics.

The MAP will also be used to determine student growth in mathematics. STAR Mathematics, also by Renaissance Learning, will be used as a formative assessment tool to determine student progress on a weekly and monthly basis. Remediation and acceleration will be provided in real time based on the results of these assessments.

Science will be taught using Sangari Active Science Curriculum, which is the elementary companion for Investigating and Questioning our World Through Science & Technology (IQWST), which is used at UPSM Middle School. Sangari uses hands-on investigations and an inquiry-based approach anchored by Big Questions to get students actively involved in their learning.

Sangari units and lessons are tightly aligned to relevant national, state, and local standards. The current national movement to set fewer, higher, and clearer standards dovetails with the Sangari approach.

For each Big Question, students develop hypotheses about the answers. They work in small groups to gather data and discuss their ideas. They reflect on what they've learned by recording their thoughts in Science Journals. They revise their ideas based on the evidence. And their small groups decide how best to present their findings to the rest of the class.

Sangari uses technology allows teachers integrate assessments into the learning process. Embedded formative assessments, including open-ended and constructed-response items, provide a check for understanding throughout every lesson. Benchmark tests, aligned to national

or local science standards, are given about three times per year, providing feedback to educators on student progress and a blueprint for student strengths and areas for improvement.

To provide an additional resource for instruction, the Sangari Active Science item bank has a variety of standards-aligned, skill-building items, both multiple choice and constructed response.

Teachers will also administer the science portion of the MAP three times annually to capture another formative as well as summative assessment of science proficiency.

Social Studies Alive, by TCI, is a technology rich curriculum that will be used to teach social studies at UPSM Elementary School. It is aligned with national standards and Michigan Grade Level Content Expectations (GLCEs). The technology drives interactive lessons and puts teachers in touch with colleagues and those who can support creativity and differentiation in lessons.

Social Studies lessons will be used in conjunction with literacy development at UPSM Elementary School.

Finally, UPSM Elementary School will use the SAEF's A World in Motion curriculum to integrate engineering concepts into elementary instruction through either the literacy or the science curriculum. AWIM lessons are designed to introduce design concepts that build engineering minded learners, but also support the development of reading and literacy.

An example is the AWIM lesson designed around the story of the Three Little Pigs. Students read the book and then "design" their own houses out of products that mimic the straw, the sticks and the bricks used in the book. They experience the building process, work in teams and discuss their results.

When students enter UPSM Elementary School they are placed in a class with one highly qualified teacher, a paraprofessional and 24 other students. This group stays together for two years. This enables teachers to get to know each student very well and maximize opportunities for learning. Students, parents, and teachers build strong, collaborative relationships that are used to accelerate the development of every individual student. At the start of the second year, students know exactly what to expect. They have developed a strong bond with their teacher and peers, and everyone can get deeply involved in learning from day one.

Elementary students receive instruction in English Language Arts, Social Studies, Math, and Science in their classroom groupings. They also spend one hour per day in AMPP (Art, Music, Physical Education, and Performing Arts) classes. These classes are taught by teachers who specialize in these areas.

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Administrator and Teacher Evaluation Systems. The Academy Board shall adopt and implement for all teachers and school administrators a rigorous, transparent, and fair performance evaluation system that complies with sections 1249 and 1250 of the Code. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider adopts a performance evaluation system that complies with this section.

Performance Evaluation System Commencing with the 2013-2014 School Year. If the Academy Board adopts and implements for all teachers and school administrators a performance evaluation system that complies with section 1249(7) of the Code, then the Academy Board is not required to implement a performance evaluation system that complies with section 1249(2) and (3). If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider adopts a performance evaluation system that complies with this section.

Parent Notification of Ineffective Teacher Ratings. Beginning with the 2015-2016 school year and continuing on during the term of this Contract, if a pupil is assigned to be taught by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations under section 1249, the Academy Board shall notify the pupil's parent or legal guarding that the pupil has been assigned to a teacher who has been rated as ineffective on the teacher's 2 most recent annual year-end evaluations. The notification shall be in writing and shall be delivered to the pupil's parent or legal guardian by U.S. mail not later than July 15th immediately preceding the beginning of the school year for which the pupil is assigned to the teacher, and shall identify the teacher who is the subject of the notification.

Teacher and Administrator Job Performance Criteria. The Academy Board shall implement and maintain a method of compensation for its teachers and school administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation earned and paid in accordance with Applicable Law. The assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher's or school administrator's performance at least in part based upon data on student growth as measured by assessments and other objective criteria. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider complies with this section.

SCHEDULE 8-3

STAFF RESPONSIBILITIES

UPSM Elementary Staff Responsibilities

UPSM will recruit 18 teachers and 18 aides from the regular pool of highly qualified candidates in Detroit, Michigan and nationally. Experience has demonstrated that the "ideal" candidate for the UPSM educational model has about five to seven years of teaching experience, at least some of it in an urban setting, a disdain for bureaucracy, an entrepreneurial spirit, and a commitment to embrace a group of 20-25 students as family members for at least two consecutive school years.

UPSM Elementary School will use the hiring protocol developed two years ago for UPSM Schools. The framework was designed to find candidates who possess the seven traits identified as necessary for success at UPSM. Those traits are:

Worry = Seldom worried (esp. when in stress)

Interpretation = Optimistic (vs. realistic)

Rebound Time = Bounce back easily from stress

Taking Charge = Moderate desire for leadership

Change = Energized by change, embrace it

Perfectionism = Produce high quality results

Drive = Crave even more achievement

With competitive salaries, a strong reputation for quality and staff support and a respectable record of results, UPSM Elementary School is well situated to attract competent, committed teachers and staff.

While UPSM seeks a diverse teaching staff, historical experience suggests it will have a slightly higher percentage of minority staff than the average school in Michigan. African American male teachers are difficult to find in the market, but a special effort will be made to hire African American males at each grade level.

Teaching jobs will be posted in the traditional venues and recruiting among Michigan's several highly regarded teacher-training institutions (University of Michigan, Eastern Michigan University, Michigan State University, Western Michigan University, Central Michigan University, etc.) has already begun.

UPSM Elementary School staff will engage with Teach for America and will seek to employ two to three corps members who exhibit the habits of work and habits of mind necessary for success at UPSM Schools.

UPSM Elementary School administrators will reach out to minority sororities and fraternities to recruit teacher candidates and is also work with current UPSM staff members to identify qualified and interested peers.

In addition to the teaching corps, which will include a reading specialist, a social worker and paraprofessionals in every classroom, UPSM Elementary School will also employ a principal, an operations manager called a Family Services Coordinator, a receptionist, and a non-profit charter management organization for facilities and back office support including HR, IT and accounting. UPSM Elementary School will continue to use Creative Education Solutions, a community-based business that provides special education support staff for UPSM Middle School and UPSM High School, will be contracted to supply such personnel as social workers, speech pathologists and occupational therapists as required by the special education population and their IEPs.

UPSM Elementary School will align with UPSM Middle School's and UPSM High School's practice of job-embedded professional development and will facilitate the development of a powerful, critical and transparent professional learning community. At least one day a month will be dedicated to collegial staff development on top of three weeks of job-related learning and growth activities annually in August. UPSM will be a Professional Learning Community (PLC) and as such will foster an environment of constant conversation aimed at improving practices among the teaching, administrative and support staff. Structured team conversations will occur weekly, and team leaders will be accountable for results. Grade level teachers will have common planning time during the school day every day.

Staff will participate fully in the decision-making process about professional development. Further, UPSM Elementary School staff will also interact with colleagues at the middle and the high school with the goal of using "backward design" and district-level data to drive curriculum and program decisions.

Teacher evaluation is a priority at UPSM Schools.

UPSM Elementary School teachers will experience similar support and guidance as the middle and high school teachers do. The principal and leadership team will do weekly "mini-observations" of staff (about 10 per week) and provide feedback to teachers in real time. Four or five such mini-observations with immediate dialog afterwards can be more effective that one cumulative evaluation given to the teacher at the end of the year. UPSM, however, also provides teachers with "formative" and "summative" evaluations over the course of the year. In addition, teachers videotape themselves doing lessons and review with colleagues routinely. They have "de-privatized" their practice and enthusiastically invite one another into their classrooms for critique and support. The approach was informed by Charlotte Danielson's "Framework for Teaching" evaluation rubrics and Kim Marshall's rubric as outlined in his book "Rethinking Teacher Supervision and Evaluation: How to Work Smart, Build Collaboration, and Close the Achievement Gap."

UPSM Elementary School will fit into the UPSM organization chart in the same fashion as the other schools, with essentially the same hierarchy. All job descriptions are currently being rewritten and existing versions are available upon request.

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SCHEDULE 8-3

STAFF RESPONSIBILITIES

The Academy Staff shall have the following responsibilities:

- Advisor—A certified, highly qualified teacher who manages a cohort of 17-18 students as a learning community ("advisory") for all three years of middle school, providing individualized education and curriculum-based class work. Advisors will also teach math, science, language arts or social studies in a team that shares 54 students and covers all core content.
- Lead Advisor—An advisor who is responsible for supporting a cohort of six advisors in developing/sharing/improving their teaching practices and in building a multi-grade "house" of advisories as a professional learning community.
- Foreign Language, Art, Music and PE teachers—A certified, highly qualified teacher who is responsible for teaching those subjects to students outside of—but integrated with—their advisories.
- Superintendent—An administrator who oversees operations, marketing, public relations and fundraising for the district and navigates political issues, builds and maintains community relationships and serves as a liaison to the UPA system.
- Principal—An administrator who manages the school.
- Compliance Officer—An administrator who handles all compliance processes and reports.
- Director Support Services—An administrator who ensures that all students from special education to gifted and talented are served in the least restrictive and most productive environment to meet their individual needs.
- LTI Coordinator—Administrator who coordinates, trains and supports community
 mentors and partners who provide internships and job-shadowing experiences to
 the Academy students.
- Parent Service Coordinator—A support staff employee who works to support parents, parent groups and other activities and also acts as a receptionist, office manager and assistant to the principal and superintendent.
- Detailed Job Descriptions along with an Organizational Chart is incorporated into this Contract as Schedule 8-3.

The Academy staff handbook is attached.

Job Description: Advisor/ Math Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's math curriculum for 54 students.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified" in math
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/ Science Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's science curriculum for 54 students.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified" in science
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/Language Arts/Humanities Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's language arts/humanities curriculum for 54 students.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified" in Language Arts/Social Studies
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties

A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Lead Advisor

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Lead Advisor Duties

- Serves as team leader for a group of six advisors.
- Facilitates regular meetings to monitor and react to student performance, coordinate parent communication and address parent concerns, and plan and carry out professional development

Advisory Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary

Knowledge and Abilities

- Basic knowledge of all teaching subjects and a specialty in a specific area
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

• Bachelors Degree, Masters Degree preferred

- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/Art Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's arts curriculum.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified"
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/ Physical Education Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's physical education curriculum.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified"
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
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- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/Music Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's Music curriculum.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and will "highly qualified"
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/ Spanish Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's foreign language curriculum--Spanish

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified"
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: Advisor/ Chinese Teacher

Advisors are teachers who stay with their small group of 16-18 students for their entire middle school/high school career. Advisors play a tremendous role in their students' lives; they are their friends, coaches and heroes. Advisors nurture their students to become life-long learners. They challenge them to explore their interests, take risks and expand their knowledge through what they are passionate about. Students gain confidence and become independent because they have a voice in their education.

Advisor Duties

- Facilitate quarterly learning plan meetings with each student and their family
- Implement, by instruction and action, the Big Picture philosophy of education
- Forecast the educational needs of each student based on their interests and abilities
- Identify learning opportunities and internships for students
- Facilitate internship searches through phone calls, shadow days and informational interviews to ensure that each student has an internship
- Monitor student internships through site-visits (bi-weekly), phone calls (weekly) and mentor meetings (monthly)
- Report on each student's educational and social progress in detail through quarterly narratives, phone calls to parents and weekly student meetings
- Run at least two sessions with advisory per day on Mondays, Wednesdays and Fridays
- Attend weekly staff meetings, monthly retreats and yearly training sessions
- Facilitate additional educational and health services for each advisee as needed
- Mediate student conflict
- Maintain complete and factual records (transcripts) on each student as required by school and law
- Work with staff on strategies for advisory, grade levels, and school improvement
- Make provisions to be available to students and parents for education-related reasons outside of the school day when necessary
- Implement the Academy's foreign language curriculum—Chinese.

Knowledge and Abilities

- Basic knowledge of all teaching subjects and "highly qualified"
- Basic knowledge of pedagogical theories, perspectives and developments within education
- Basic classroom management skills
- Oral and verbal communication skills

Education and Experiential Requirements

- Bachelors Degree, Masters Degree preferred
- Valid State of Michigan Teaching Certificate
- Excellent problem-solving skills
- Organizational skills, multi-tasking abilities
- Resiliency, ability to improvise and work through uncertainties
- A sense of humor

Core Values of the Academy

- We will do whatever it takes to ensure each child's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence

Job Description: School Superintendent

The Superintendent shall be the chief administrative officer for the Academy, responsible for:

- Effective operation of the District;
- General administration of all instructional, business or other operations of the District;
- Informing, advising and making recommendations to the Public School Academies of Detroit Board (PSAD) with respect to such activities;
- Developing key community partnerships;
- Fundraising;
- Working with lawmakers and state education agencies to ensure policy and rules that support the Academy program and 90-90 success;
- Marketing the District to potential students/families.

He/she shall perform all the duties and accept all of the responsibilities usually required of a Superintendent as prescribed by the Education Laws of Michigan and the bylaws of the Public School Academies of Detroit Board (PSAD), the contract with the charter authorizer, the laws and regulations of the United States, and the policies, rules, and regulations established by the State Board of Education.

1. Primary Activities

The Superintendent shall possess the following powers and be charged with the following duties:

- A. To be the chief executive officer of the District, with the right to speak on academic performance, fiscal and back office operations matters before the PSAD Board, but not to vote;
- B. To enforce all provisions of law and all rules and regulations relating to the management of the school and other educational, social and recreational activities under the direction of the PSAD Board;
- C. To carry out the vision of the school as defined by the PSAD Board;
- D. To establish and maintain a strong culture of achievement among staff, students and parents;
- E. To ensure a disciplined implementation of curriculum and school model—small schools, small classes, advisories, community-based internships, personalized learning plans, site-based decision-making, etc.
- F. To market and recruit, targeting math and science-oriented students in Metro Detroit.

2. Responsibilities

- A. Keep the PSAD Board informed of the condition of the District's educational system;
- B. Prepare the agenda for PSAD Board meetings, in consultation with the President of the PSAD Board. Prepare and submit recommendations to the PSAD Board relative to all matters requiring board action, placing before the PSAD Board such necessary and helpful facts, information, and reports as are needed to insure the making of informed decisions.
- C. Submit to the PSAD Board a clear and detailed explanation of any proposed procedure that would involve either departure from established policy or the expenditure of substantial sums.
- D. Develop and recommend to the PSAD Board objectives of the educational system; see to the development of internal objectives which support those of the PSAD Board.
- E. Develop and recommend to the PSAD Board long-range plans consistent with population trends, cultural needs, and the appropriate use of District facilities, and see to the development of long-range plans which are consistent with PSAD Board objectives.
- F. See to the development of specific administrative procedures and programs to implement the intent established by PSAD Board policies, directives and formal actions.
- G. See to the execution of all decisions of the PSAD Board.
- H. See that sound plans of organization, educational programs and services are developed and maintained for the PSAD Board.
- I. Maintain adequate records for the schools, including a system of financial accounts, business and property records, personnel records, school population and scholastic records. Act as custodian of such records and all contracts, securities, documents, title papers, books of records, and other papers belonging to the PSAD Board.
- J. Be directly responsible for news releases and/or other items of public interest emanating from PSAD District employees that pertain to education matters, policies, and procedures, school related incidents or events.
- K. Provide for the optimum use of the staff of the District. See that the District is staffed with outstanding, highly qualified and criminal background-checked people who are delegated authority commensurate with their responsibilities. Define the duties of all personnel.
- L. See that appropriate professional development is embedded in the school program.

 Summon employees of the District to attend such regular and occasional meetings as are necessary to carry out the educational programs of the District.
- M. See to the development throughout the District of high standards of performance in educational achievement, use and development of personnel, public responsibility, and operating efficiency.
- N. See that the development, authorization, and the maintenance of an appropriate budgetary procedure are properly administered. Prepare the annual proposed budget and submit it to the PSAD Board.
- O. See that all funds, physical assets, and other property of the District are appropriately safeguarded and administered.
- P. File, or cause to be filed, all reports, requests and appropriations as required by various governing bodies and/or Board policies—maintain an effective compliance operation so

- that no state rules, regulations, laws or policies are violated and that all pupil accounting and performance reporting is accurate and timely.
- Q. Establish and maintain liaison with parents and community groups which are interested or involved in the educational programs of the District.
- U. Develop and maintain productive partnerships with businesses, higher education institutions, non-profits and media organizations to further the Academy's fiscal and academic goals.
- V. Develop a fundraising structure that ensures a consistent revenue stream above the state foundation grant—raising the amount of money available per student by \$1,000-\$2,000 annually.
- W. Market for students and manage open enrollment and lottery process;
- X. Act on own discretion in cases where action is necessary on any matter not covered by Board policy or directive. Report such action to the Board as soon as practicable and recommend policy in order to provide guidance in the future.

Primary Relationships

The superintendent observes and conducts the following relationships:

A. PSAD Board

- 1) As chief executive officer, be accountable to the PSAD Board for the administration of the educational system and for the interpretation and fulfillment of the aforesaid functions, primary activities and responsibilities.
- 2) Attend, or have a representative attend, all meetings of the PSAD Board.
- Represent the District as the chief executive officer in dealings with other charter schools, school systems, professional organizations, business firms, agencies of government and the general public.
- 4) Report directly to the PSAD Board and as required to all appropriate governmental agencies.
- 5) Act as reference agent for problems brought to the Board.
- Work with the PSAD Board to develop appropriate programs and policies, upon either the recommendation of the superintendent or the initiative of the PSAD Board.

B. Administrators

- 1) Directly oversee the work of other school administrators.
- 2) Hold regular meetings with Principals and other members of the Leadership Team to discuss progress and educational problems facing the District.
- Facilitate strong, building-level decision-making that aligns with District policies and principles; secure staff assistance in formulating internal objectives, plans and programs; evaluate Principal's and other administrator's job performance; and stand ready at all times to render them advice and support.
- 4) Approve the vacation schedules for administrators.

C. The Thompson Education Foundation

1) Duties as Assigned.

D. Others

- 1) Work with other PSAD Board employees, including auditors, architects, attorneys, consultants and contractors.
- 2) Hold such meetings with teachers and other employees as is necessary for the discussion of matters concerning the improvements and welfare of the schools.
- 3) Attend, or delegate a representative to attend, all meetings of municipal agencies or governmental bodies at which matters pertaining to the schools appear on the agenda.
- 4) Represent the District before the public, and maintain, through cooperative leadership, both within and without the District, such a program of public relations as may keep the public informed as to the activities, needs and successes of the District.
- Receive all complaints, comments, concerns and criticisms regarding the operation of the District from the public, employees of the District, students and Board members.

Job Description: Assistant Superintendent

Position Title:

Assistant Superintendent Chief Operations Officer

Reports To: Supervises:

Administrative Assistant

FLSA Status:

Exempt

Pay Range:

\$55,000 to \$65,000

Requirements:

H.S. Diploma and College Degree

Position Purpose

The Assistant Superintendent handles all responsibilities given to her by the Superintendent, with a special emphasis on staff compliance issues, contract compliance, human resources, accounts payable, lunch services, and federal entitlement grants.

Desired Traits

- Able to meet multiple deadlines simultaneously
- Detail-oriented
- Takes initiative

- Well-organized
- Responsible
- Diplomatic

Primary Areas of Responsibility

Grand Valley State Compliance
Technology planning and monitoring
Human Resources
Federal grants and new grant opportunities
Board Relations
Accounts payable

Key Activities/Tasks

1. Grand Valley State Compliance

- 1.1 Develop and maintain accurate tool for reporting and monitoring compliance needs
- 1.2 Ensure timely completion of all mandated items
- 1.3 Post all necessary items in newspaper and on district property
- 1.4 Cultivate and maintain effective relationships with GVSU staff

2. Technology Planning and Monitoring

- 2.1 Develop and maintain technology plan for district
- 2.2 Supervise and coordinate work of IT vendors for district

- 2.3 Survey technology needs and usage and annually to incorporate into technology plan
- 2.4 Ensure proper feedback is being received from end users to ensure technology needs are being met on a consistent basis
- 2.5 Coordinate bidding process and implementation of all new software systems for district
- 2.6 Create and distribute technology policies and procedures for district

3. Human Resources

- 3.1 Ensure proper records are kept for all staff, contract workers, and volunteers in the district
- 3.2 Assist staff with questions and concerns with district's payroll leasing company
- Coordinate training and distribution of materials, such as staff handbook and benefit packages with staff and payroll leasing company.

4. Federal Grants and New Opportunities

Ensure timely completion of Schools of the 21st Century grant activities and reports Ensure compliance with Entitlement grant process requirements and budget needs Supervise lunch process to ensure compliance with federal requirements Conduct on-going surveys of lunch service to ensure satisfactory food and service delivery

5. Board Relations

- 5.1 Provide timely communication to the Board regarding meeting notices, minutes, agendas, and reports
- 5.2 Record accurate minutes at meetings
- 5.3 Communicate personally with Board members as needed to provide information or services to them

6. Accounts Payable

- 6.1 Collect and code all purchase orders and check requests for timely submission to accounting firm
- Resolve budget or expense concerns and questions with responsible persons in timely and effective manner
- 6.3 Coordinate successful and timely distribution of checks received from accounting firm
- 6.4 Create and maintain budget for administrative needs

7. Teamwork

- 7.1 Requests assistance in timely and professional manner
- 7.2 Shares relevant information in a timely manner
- 7.3 Displays professional and pleasant demeanor at all times
- 7.4 Contributes to the development of a positive staff culture
- 7.5 Cultivates and maintains respectful working relationships with all members of the district

Job Description: School Principal

Position Title: School Principal **Reports To:** Superintendent

Supervises: Advisors and Building Staff

FLSA Status: Exempt

Pay Range: Competitive Salary

Requirements: H.S. Diploma and College Degree

Position Purpose

The School Principal is responsible for creating and maintaining the school culture and academic expectations and strategies necessary for success of the 90-90 goal.

Desired Traits

- Able to meet multiple deadlines simultaneously
- Detail-oriented
- Takes initiative
- Smart
- Responsible
- Love kids
- Able to build and maintain a team
- Well-organized

Primary Areas of Responsibility

Educational Leadership School Community Relations
Professional Development of Staff Academic Foundations

Student Culture School Design and Planning

Building Management Teamwork

Key Activities/Tasks

1. Educational Leadership

- Coordinate grade-level expectations
- Attend advisories and provide feedback
- Work with individual students
- Lead an auxiliary team (math, science, sex education)
- Track and discuss date with parents and staff
- Evaluate progress of grades and teams
- Integrate ACT preparation into advisory structure

2. Professional Development of Staff

- Design professional development curriculum for advisors
- Provide weekly one-on-ones with advisors
- Assist staff with compliance issues

- Maintain collegial culture among staff members
- Lead engaging and productive staff meetings
- Provide formal evaluation of staff
- Review lesson plans and provide feedback

3. School Culture

- Protect school mission, values and goals
- Set and maintain high academic expectations among staff, parents and students
- Ensure relevant and effective pick-me-ups three times per week
- Handle student discipline in a timely, consistent, and effective manner
- Employ conflict resolution strategies to assist students
- Offer character development opportunities
- Create, identify, or provide helpful student support services
- Maintain a high level of respect for the learning environment and order within it

4. Building Management

- Oversee friendly and professional front office environment
- Ensure that staff supplies and equipment are provided and available in a timely manner
- Monitor lunch service to ensure that nutrition, hygiene, and customer service needs are being met

5. School Community Relations

- Host tours of donors, mentors, parents, and other guests
- Meet with press to discuss student issues as called upon
- Host meetings with parents to discuss academic goals and needs
- Send consistent communication/newsletters home
- Seek and build relationships within professional or civic organizations
- Resolve parent issues respectfully and effectively

6. Academic Foundations

- Ensure positive and productive culture in advisories
- Assist staff and advisors with LTI goals
- Oversee successful Gateway process and exhibitions
- Coordinate schedules for exhibitions each trimester
- Launch Senior Institute
- Increase cultural exposure of students
- Assist staff and advisors with Dual Enrollment to ensure maximum use by students
- Maximize every opportunity to increase college readiness

7. School design and planning

- Regular meetings with leadership team
- Lead staff hiring and support
- Look for and analyze trends to make adjustments as necessary in strategies for success

8. Teamwork

- Requests assistance in timely and professional manner
- Shares relevant information in a timely manner
- Displays professional and pleasant demeanor at all times
- Contributes to the development of a positive staff culture
- Cultivates and maintains respectful working relationships with all members of the district

Job Description: Compliance Officer & Marketing Specialist

Role: Student Compliance Officer & Marketing Specialist

Function: Student State Required Reporting, Internal & External Compliance Audits

Chief Marketing & Enrollment Specialist, MEAP & MAP database specialist PowerSchool, Website Administration/Maintenance, Grant

writing support and Fundraising event planning assistance

Reports to: Superintendent Effective Date: July 1, 2008
Pay Range: Competitive

Position Purpose:

- Serves as the primary source in maintaining the various areas of compliance relating to pupil accounting for the district. An accurate timely submission of compliance reports insures the receipt of state funds. Acts as a liaison between the Academy District and various agencies including but not limited to, Michigan Department of Education (MDE), Detroit Department of Health, Michigan Department of Community Health (MDCH), and Wayne Regional Educational Service Agency (Wayne RESA)
- Main resource for marketing & enrollment questions and resolutions
- Responsible for MEAP & MAP student database maintenance
- Assist in data collection for grant writing and fundraising event coordination
- Perform internal compliance audits of HS Teacher LTI Binders and District Student Files

Essential Functions and Responsibilities:

- Complete following student pupil compliance reports & audits:
 - Local District Planning Form, Contact List, & Copy of District Board Approved Calendar
 - o Scheduled Daily Clock Hours of Instruction, Scheduled Days of Instruction, & Total Planned Hours of Instruction
 - o DS-4168 Report of Days and Clock Hours of Pupil Instruction
 - o DS-4898 PSA Preliminary Pupil Membership Count
 - o UIC Phase I Resolution (3 times a year) & UIC Phase II Resolution (2 times a year)
 - o 90% & 95% Immunization Compliance Report (MCIR)—reported twice a year
 - o Fall, Supplemental, and EOY Count and SRSD
 - Planned Day and Clock Hours Report
 - o Internal HS LTI Binder Reviews throughout school year
 - o Internal audit of student files at each site (HS, MS, and Elementary) twice a year
 - o Prepare documentation for and host site audits conducted by Wayne RESA
- PowerSchool Maintenance/Administration which includes the following:
 - o Perform End of Year Process
 - o Oversee Scheduling throughout school year
 - o Create and maintain PowerSchool Calendar
 - o Participate in ongoing training related to PowerSchool
 - PowerSchool Set-up: Years and Terms, final grades, days and periods for scheduling needs

- Assist PowerSchool trainer (Matthew Medley) as needed with PowerSchool Trainings
- o Main contact for PowerSchool Customer Support to resolve PowerSchool issues
- o Enroll and transfer out students
- o Perform End of Term Process at the end of each term
- Marketing Specialist:
 - o Complete marketing projects as they are requested including letterhead, ads, tickets, event flyers, business cards, etc.
 - o Create student application and marketing materials for enrollment
- Website Maintenance/Administration: Add & edit information as needed
- Enrollment Specialist:
 - Work with COO to review and update enrollment policies and procedures and set enrollment dates
 - o Train FSC and office staff on enrollment policies and procedures
 - Advise FSC and office staff regarding application eligibility such as sibling priority policies
 - o Process all HS applications and maintain a spreadsheet of applicants
 - o Plan and supervise Lottery proceedings
 - o Oversee HS enrollment throughout the school year
- MEAP & MAP database specialist: Maintain both student databases with current students
- Assist with data collection for grant writing
- Assist with Fundraising event planning

Critical Competencies:

- Ability to multitask
- Highly developed organizational, planning and management skills; including outstanding writing and oral communication skills
- Aptitude to work as a member of a team and as a team leader
- Good eye for design and knowledge of design tools
- Excellent computer knowledge and competency
- Faculty to set and monitor goals and readily learn new information
- Realistic scheduling and observance of deadlines
- Has the following characteristics: integrity, creativity, intellectual curiosity, high standards, flexibility, persistence, highly detail oriented, discreet, competent, and responsible
- Good Person skills; able to work well with Parents, Staff, and Students

Core Values of the Academy:

- We will do whatever it takes to ensure each student's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence in all we do

Education and/or Experience:

- College graduate
- Experience working with computers (especially the following programs: Word, Excel, PowerSchool, Web design software, & Publisher)
- Knowledge of the Academy and its design is desirable
- Experience working with other design programs or prior experience in administration is wanted

Job Description: Coordinator of Student Supports, Special Education

Overview

Coordinator will plan, develop and implement curriculum and supports for students in 6-8th grades. This position will also coordinate programs for therapeutic purposes, integrate overall developmental goals into the academic setting and manage behavior of students to create a safe physical and emotional classroom environment.

Essential Functions and Responsibilities:

- Coordinator will assess students' abilities and work with a learning team to develop individualized educational plans consistent with the educational goals and mission of the school.
- Coordinator will work with such outside agencies as the Dearborn Speech and Sensory and Detroit Institute for Children to provide services and testing that the school is not equipped to do.
- Coordinator will ensure that students receive the support needed in order to succeed both academically and socially within the school setting.
- Coordinator will ensure compliance with the State--following all of the rules and regulations of Special Education--all students with Individualized Education Plans (IEPs) are provided with a Free and Appropriate Public Education (FAPE).

Qualifications:

- Applicants should have a Bachelor's Degree, Master's preferred
- 3-5 years experience
- A valid teaching certificate
- Excellent written and oral communication skills
- Strong classroom management and organization skills
- Creativity
- The ability to gather data, compile information and prepare reports
- The capacity to multi-task and handle stress

Job Description: LTI Coordinator

Overview

The LTI coordinator is the liaison between the school and the world outside the school. He/she keeps track of workplace resources for the entire school, coordinates systems of communication, and is responsible for data collection concerning workplace learning.

Specific responsibilities include:

Mentor Development

• Identify resources in the community for mentor work

Materials/systems development

- Ensure that all relevant materials are available to advisors, such as mentor guides, mentor profiles and exit interview materials
- Develop the school's system for finding and sharing LTIs, such as Shadow Day and deadlines for each grade level
- Develop new materials as needed
- Develop methods for sharing materials and systems between schools
- Check mentor profiles
- Collect, analyze, and report on mentor assessments

Help teachers

- Implement the interest-exploration curriculum
- Develop a plan for teaching informational interview skills and telephone skills
- Plan and carry out annual Shadow Day
- Carry out the LTI process

Work with all advisors

- Identify resources for LTIs
- Coordinate guest speakers and field visits for the whole school and for advisories
- Work with advisors to find resources for senior thesis projects
- Attend team and grade level meetings

Work with mentors

- Coordinate and carry out the mentor orientation and training sessions
- Coordinate and carry out mentor breakfast
- Coordinate mentor honoring event

Data Collection

- Identify all data needs
- Develop the school's system for data collection
- Gather and maintain all relevant data, such as data on informational interviews, shadow days, LTIs, completed projects, and exhibitions

Work with other staff

• Work with the family engagement coordinator to include parents in LTI process

Job Description: Student Services Coordinator

Role: Administrator

Function: Coordinate and supervise support services for students.

Reports to: Director of Finance and Bus Administration

Effective Date: July 1, 2008
Pay Range: Competitive

Position Purpose:

Work with staff, students and vendors to ensure that students receive the best non-academic services available in the most efficient way.

Essential Functions and Responsibilities:

- Work with selected vendors to create and implement contract performance measures for food services, including healthy food options and quality delivery of food.
- Coordinate drivers' schedules for two UPA buses and a fleet of out-sourced vans for safe and efficient transportation of students to and from Learning through Internship opportunities, field trips, athletic events, college trips, and other in-school and after-school activities.
- Communicate transportation routes to relevant staff and to oversee proper maintenance of vehicles and compliance with federal, state and local regulations.
- Help with oversight of technology services by playing a leadership role in the planning and monitoring process for improved use of technology.
- Provide or supervise data entry, as needed, to ensure that required lunch forms, government reimbursement requests, and driver routes are completed in a timely and accurate manner.
- Assist other members of the operations team with critical work issues, as needed, to improve operations and systems within the school district.
- Coordinate the planning, collection, and analysis of student, staff, and parent surveys in addition to holding small group planning meetings to measure effectiveness of school services and programs as part of school improvement process.

Critical Competencies:

- Highly developed organizational, planning and management skills; including outstanding writing and oral communication skills
- Ability to build strong interpersonal relationships with students, parents and colleagues.
- Ability to set and monitor goals.
- Integrity, Creativity, Intellectual Curiosity, High Standards, Flexibility, Persistence, Achievement Orientation and Sense of Humor

Core Values of the Academy:

- We will do whatever it takes to ensure each student's success
- We are meticulous about clean and safe schools
- We treat each other as highly respected partners
- Excellence in all we do

Education and/or Experience:

- College graduate
- Experience working with young adults
- Knowledge of the Academy and its design is desirable
- Demonstrated success in designing, implementing, and monitoring systems, policies and procedures.

Job Description: Family Services Coordinator

Position Title: Family Services Coordinator

Reports To: Principal
Supervises: N/A
FLSA Status: Exempt

Pay Range: \$30,000-\$40,000

Requirements: H.S. Diploma and College Degree

Position Purpose

The Family Service Coordinator serves as the primary source of administrative support for the school building. As such, the Coordinator provides administrative support to the Principal, and helps develop and fully execute the plans for the school in accordance with the Principal's directives. In addition, the Coordinator is the primary resource and trouble-shooter for advisors, students, parents, and guests of the school and ensures effective solutions for their needs and concerns.

Desired Traits

- Friendly, warm, outgoing
- Enjoys diplomacy/personal relationships
- Responds well to direction
- Attentive to detail
- Takes initiative
- Well-organized
- Responsible
- Good at follow-through on simultaneous projects

Primary Areas of Responsibility

School Management Support Public Relations/Customer Service Teamwork

Key Activities/Tasks

1. School Management Support

Provides services to parents, as required by the Principal
Serves as the first line of information for parents calling or coming to the school
Serves as the building receptionist—staffing the front desk and handling phone calls
Orders supplies for the building, as requested by the principal
Handles all mailing requirements of the building
Organizes a team of volunteers (e.g. parents and students) to help staff the front office

Provides data entry
Assists with coordination of special projects
Maintains records and documents for school and district compliance needs
Develops and maintains program schedules, calendars, and class rosters
Coordinates facilities needs with relevant staff
Coordinates fundraising activities

2. Public Relations

Welcomes parents, students, staff and visitors to the school Handles parent issues in a timely and effective manner Provide tours of the school

3. Teamwork

Assists colleagues with work
Requests assistance from colleagues in timely and professional manner
Shares relevant information with colleagues in a timely manner
Shares relevant information with supervisor in a timely manner
Displays professional and pleasant demeanor at all times
Contributes to the development of a positive staff culture

Job Description: Facilities Day Porter

Job Title: Day Porter

Reports To: Principal and/or Facilities Manager

FLSA Status: Non-exempt

Classification: Level

Position Purpose:

Performs routine daily tasks that occur during the school day.

Essential Duties and Responsibilities:

Include the following. Other duties may be assigned.

- Respond to immediate cleaning requirements DURING the school day.
- Performs minor maintenance throughout the school.
- Sweep, mop, and polish floors.
- Vacuum and clean carpets.
- Move furniture and equipment.
- Replace light bulbs and fluorescent tubes.
- Sweep walkways, pick up paper and trash.
- Secure rooms upon completion of work.
- Set up furniture and equipment needed for special events, meetings, and classes.
- Minor repair around campus/site.
- Assist in supervising the cafeteria at breakfast and lunch (including set-up and takedown).

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Critical Competencies:

- Language Skills: Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively to employees of the organization.
- Mathematical Skills: Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.
- Reasoning Ability: Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Certificates, License, Registrations:

None.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to climb or balance and stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 75 pounds. Specific vision abilities required by this job include close vision, peripheral vision, and ability to adjust focus.

Education and/or Experience:

- High school diploma
- One to three months related experience and/or training; or equivalent combination of education and experience.

Job Description: Receptionist

Position Title: Receptionist Reports To: School Principal

Requirements: High school diploma, preferably with some college

Role Purpose:

The job of Receptionist is done for the purpose/s of responding to inquiries at school site/district office from staff, students, parents, the public, etc.; providing requested information and/or referral to other parties; directing visitors; and providing general clerical support to site administrators.

Essential Functions and Responsibilities:

- Answers school site telephone system for the purpose of responding to inquiries, transferring calls, and/or taking messages.
- Greets visitors (e.g. public, parents, students, substitutes, vendors, etc.) for the purpose of responding to their inquiries and/or directing them to appropriate personnel in accordance with District policies regarding building security.
- Maintains inventory of forms, activity calendar, etc. for the purpose of ensuring availability of items and/or schedules of activities.
- Maintains telephone and/or intercom systems (e.g. voice mail, work orders, system orientation, updating extensions, etc.) for the purpose of providing essential telephone communications within the school system.
- Performs record keeping and general and project specific clerical functions (e.g. scheduling, copying, faxing, etc.) for the purpose of supporting assigned administrator and/or site with necessary materials.
- Processes documents and materials (e.g. announcements, call slips, bell schedule adjustments, etc.) for the purpose of disseminating information to appropriate parties.
- Receives deliveries, mail, supplies, messages, keys, etc. for the purpose of disseminating materials to appropriate parties.
- Responds to emergency calls for the purpose of notifying appropriate parties to address immediate safety and/or security issues.
- Screens inquiries of staff, students, parents, the public, etc. (e.g. phone calls, visitors, etc.) for the purpose of taking appropriate action and/or directing to appropriate personnel for resolution.

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
- Work under direct supervision using standardized routines; providing information and/or advising others; and operating within a defined budget. Utilization of some resources from other work units is often required to perform the job's functions.
- The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; and significant fine finger dexterity. Generally the job requires 50% sitting.

Critical Competencies:

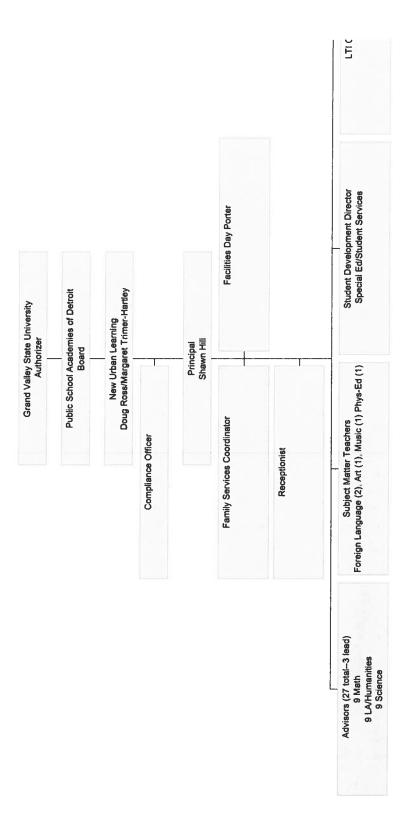
Minimum Qualifications Skills, Knowledge and Abilities:

- Skills are required to perform multiple, non-technical tasks with a potential need to upgrade skills in order to meet changing job conditions. Specific skills required to satisfactorily perform the functions of the job include: operating standard office equipment including pertinent software applications.
- Knowledge is required to perform basic math, including calculations using fractions, percents, and/or ratios; read a variety of manuals, write documents following prescribed formats, and/or present information to others; and understand complex, multi-step written and oral instructions. Specific knowledge required to satisfactorily perform the functions of the job includes: multi-line telephone equipment; and professional telephone etiquette.
- Ability is required to schedule activities and/or meetings; collate data; and use basic, jobrelated equipment.
- Ability is also required to work with a significant diversity of individuals and/or groups; work with similar types of data; and utilize specific, job-related equipment. In working with others, problem solving is required to identify issues and create action plans.
- Flexibility is required to independently work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using standardized methods.
- Problem solving with data may require independent interpretation; and problem solving with equipment is limited.
- Specific abilities required to satisfactorily perform the functions of the job include: communicating with diverse groups; and maintaining confidentiality.

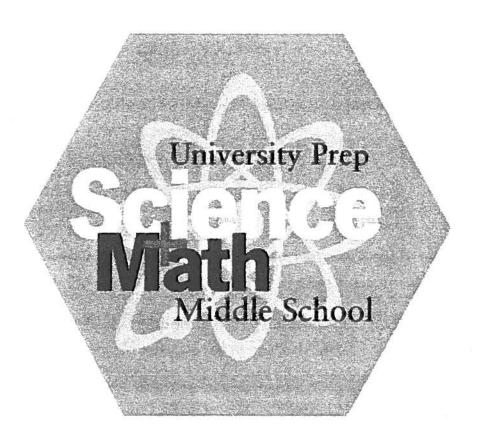
Education and/or Experience:

- High school diploma, preferably with some college
- Job related experience is required

Organizational Chart 2008-2009



Schedule 8-3, Page 43



AXIOS

Employee Handbook

University Preparatory Academy Science & Math: August 2008 Axios Incorporated: February 2008

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Welcome and Introduction

Welcome

We would like to welcome you to New Urban Learning/University Preparatory Academy Science & Math and Axios Incorporated. We appreciate the contribution you make as a member of our team.

We believe that you will find many opportunities to apply your talents to our collective efforts to meet and surpass our customers' requirements. Axios Inc. focuses on providing comprehensive human resource and benefits management. We strive to provide the highest level of service to you and hope to exceed your expectations. Axios, Incorporated and University Preparatory Academy are committed to success in the marketplace and the workplace.

As part of a professional employer organization, you will receive the advantages of having experts handle a wide range of human resource issues that include payroll, benefits, 401(k), and claims processing. More importantly, you now have a human resource advocate working for you. You may contact Axios, Incorporated at 616-949-2525 with any payroll or benefits related questions that you may have. Work-related issues should be reported to your immediate supervisor.

We are dedicated to fulfilling your human resource needs and aspire to earn your loyalty and respect as we begin our partnership together. University Preparatory Academy and Axios Incorporated will be referred to as the "Organization" throughout the remainder of this handbook.

Introduction

This Handbook has been prepared to provide you with information concerning the Organization, our benefits, and general practices. While it is not possible to relate in this Handbook all of our policies or to answer every question which may arise, it will provide you with a significant amount of data and will serve as a general reference that may be kept for your personal use.

This Handbook applies to all of the Organization employees.

The Organization reserves the right to change, add, revise, or cancel any rule, policy, compensation, or benefit that the Organization provides, including those contained in this Handbook, at any time. Changes are effective on the date of their occurrence. Your inquiries and comments concerning these policies and guidelines should be directed to the Organization Human Resources Department. This Handbook supersedes any and all other verbal or written policies.

Please read this Handbook carefully so that you may become familiar with its contents, the advantages of working for the Organization, and what is expected of you. Please retain the handbook for future reference.

We wish you every success in your position and hope that your employment the Organization will be a rewarding experience.

Employee Handbook

Page 2

Axios Update: 02/01/2007 UPA Update: 08/01/2007

WELCOME!

On behalf of the Board of Directors of New Urban Learning (NUL), we welcome you to New Urban Learning /University Preparatory Academy Science & Math and wish you great success. We are embarked on a great and noble challenge: Reinventing public education in America so that every child has a real opportunity to learn and live a fulfilling and contributing life. Our philosophies and learning strategies give shape to this revolutionary project. But it is the people of New Urban Learning - our Advisors, coaches and administrative staff-who provide the intelligence and heart that will determine our success.

This handbook was developed to describe some expectations for our employees and to outline New Urban Learning's (NUL's) policies, programs, and benefits available to eligible employees. You will want to familiarize yourself with the Staff Handbook as soon as possible, for it will answer many questions about your employment. If you have any questions about your employment or any of our policies, please contact your Principal at University Preparatory Academy or the School Administrator.

We are committed to help make this the most exciting and fulfilling experience of your professional life. Working together, we are convinced we can change the face of American education and impact the lives of thousands of urban children.

Sincerely,

New Urban Learning Board of Directors

Doug Ross, Chair

We would like to welcome you to University Preparatory Academy Science & Math and Axios Incorporated. We appreciate the contribution you make as a member of our team.

Al Central focuses on providing comprehensive human resource and benefits management. We strive to provide the highest level of service to you and hope to exceed your expectations.

As a professional employer organization, you will receive the advantages of having experts handle a wide range of human resource issues that include payroll, benefits, 401(k), and claims processing. More importantly, you now have a human resource advocate working for you.

We are dedicated to fulfilling your human resource needs and aspire to earn your loyalty and respect as we begin our partnership together.

Daniel Barcheski Chief Executive Officer Axios Incorporated

> Axios Update: 02/01/2008 UPASM Update: 08/01/2008

Customer Relations

It is the policy of the organization to provide its customers with the best possible service. Employees are expected to treat customers in a courteous, respectful manner at all times.

Employees should always remember that the customer comes first, is the primary source of the organization's income, and is, therefore, the ultimate source of each employee's job and income. Customers should always be treated with the same common courtesy and respectful manner that each employee would want if their roles were reversed.

Employees with customer contact are expected to promote the organization's best interest and to build customer goodwill. Such employees should also report recurring customer-related problems to their supervisor and/or make suggestions for changes in organization policies or operating procedures.

Employees should be prepared to listen carefully to customer inquires and complaints and then deal with them in a responsive, professional manner. If a controversy arises, the employee should attempt to explain organization policy in a clear, yet deferential manner. If a customer becomes unreasonable or abusive and the employee cannot resolve the problem, the customer should be referred to the employee's supervisor.

Employees should be particularly careful to exercise courtesy and thoughtfulness in using the telephone. A positive telephone contact with a customer can enhance goodwill while a negative experience can destroy a valuable relationship. The following procedures should be observed whenever possible:

When answering the telephone, use a pleasant tone of voice, give the name of the department, identify yourself, and ask how you may help;

If the person with whom the caller wishes to speak is on another line, ask the caller if they would like to be placed on hold;

If a caller has been placed on hold, carefully monitor the holding period and offer to have the call returned if the person with whom he wishes to speak is not available within a reasonable time:

When a caller leaves a name, number, or message, make sure it is recorded correctly and given promptly to the appropriate individual; and

When using the telephone, all employees should take and place their own calls.

Responsibilities of NUL Personnel

All employees, because of their proximity to students, are frequently confronted with situations that, if handled incorrectly, could result in liability to the organization and personal liability to the employee. It is the organizations' intent to minimize that possibility.

- Employees shall maintain a standard of care for supervision, control and protection of students commensurate with assigned duties and responsibilities.
- Employees shall not send students on any personal errands.
- Employees shall not transport students in a private vehicle without the approval of the school leader and legal guardian.
- A student shall not be required to perform work or services that may be detrimental to his/her health.

Axios Update: 02/01/2008 UPASM Update: 08/01/2008

- Employees shall not associate with students in a manner which gives the appearance of
 impropriety, including, but not limited to, the creation or participation in any situation or
 activity which could be considered abusive or sexually suggestive, or involve illegal
 substances such as tobacco, alcohol or drugs.
- Employees who through conversations and/or observations suspect sexual/physical abuse of students are required by law to report the situation directly to Wayne County Protective Services and should notify their Principal of their intent to do so.

Employment Practices

Employment Relationship

At-Will Employment Relationship

All employees of the Organization are "at-will" employees. This means that you have the right to terminate your employment with the Organization at any time, with or without cause and with or without notice. The Organization retains the same right.

This at-will policy supersedes any other provisions of this handbook and any other prior or contemporaneous document, policy or oral or written statement that could be interpreted to alter, modify, or conflict with your at-will employment status. Your at-will employment status cannot be altered or modified, other than by a written agreement signed by both you and the president of the Organization, which specifically states that it alters, modifies, or supersedes this at-will employment policy.

Completion of the training and probationary period or conferral or regular status does not change an employee's status as an employee-at-will or in any way restrict the organization's right to terminate such an employee or change the terms or conditions of employment.

Employee Status Definitions

The following definitions were established to standardize terminology and provide common understanding in our references to employees.

Regular Full-Time Employees. Those employees who have completed the Training and Orientation period and work a minimum of 32 hours weekly on a continuous basis.

Regular Part-time Employees. Those employees who have completed the Training and Orientation period and work less than 32 hours per work week. Regular part-time employees are not eligible for benefits.

Temporary/Seasonal Employees: Those employees whose services are intended to be of limited duration. Such employees may be full or part-time. If a part-time employee is subsequently hired as a regular full time employee, his/her length of service will be determined by the regular full-time hire date unless otherwise provided in a specific benefit plan. Temporary/Seasonal employees are not eligible for benefits.

FLSA Definitions

Hourly Non-Exempt: Employees who receive pay for each hour worked and are eligible for overtime pay as described under the Fair Labor Standards Act.

Salaried Exempt. All executives and supervisors and other exempt employees as defined under the Fair Labor Standards Act. Salaried exempt employees are not eligible for overtime pay.

Exempt/Salary Basis Complaint Procedure

Exempt employees that are required to be paid on a "salary basis" to be exempt may file a complaint as set forth below if they believe that their salary was not properly paid. A salary basis is regularly receiving a predetermined weekly amount (payable weekly, bi-weekly, monthly or as otherwise allowed by law) that is not subject to reduction because of variations in the quality or quantity of the work performed.

Axios Update: 02/01/2008 UPASM Update: 08/01/2008 Subject to the exceptions outlined below, the Organization will pay exempt employees that must be paid on a salaried basis the full salary for any week in which the employee performs any work without regard to the number of days or hours worked. Exempt employees will not be paid for any workweek in which they perform no work.

The exceptions are as follows:

- (1) Absence from work for one or more full days for personal reasons, other than sickness or disability. If an exempt employee is absent for one and a half days for personal reasons, the Organization can deduct only for the one full-day absence; it cannot reduce salary for partial day absences. If, however, the employee has accrued but unused vacation time available in accordance with Vacation policy, the Organization can charge the employee's vacation bank for partial day absences and, the employee may use vacation time, if available, for full day absences.
- (2) Absences of one or more full days occasioned by sickness or disability (including work-related accidents) if the deduction is made in accordance with another policy provided by the Organization under its disability plans which provide compensation for loss of salary occasioned by such sickness or disability (regardless of waiting periods). The Organization will not pay any portion of the employee's salary for full-day absences for which Employee receives compensation under the plan, policy or practice. Deductions for such full-day absences also may be made before the employee has qualified under the plan, policy or practice, and after the employee has exhausted the leave allowance there under. If, however, the employee has accrued but unused vacation available, the Organization can require that the employee use that time for partial day absences occasioned by sickness and disability and, the employee may use vacation, if available for full day absences before short and long term disability leave time is available.
- (3) The Organization can offset any amounts received by an employee as jury fees, witness fees or military pay for a particular week against the salary due for that particular week without loss of the exemption.
- (4) Infractions of safety rules of major significance.
- (5) Unpaid disciplinary suspensions of one or more full days imposed in good faith for infractions of workplace conduct rules in accordance with the Organization's written policies.
- (6) The Organization may pay a proportionate part of an employee's full salary for the time actually worked in the first and last week of employment. In such weeks, the payment of an hourly or daily equivalent of the employee's full salary for the time actually worked will meet the requirement.
- (7) The Organization s not required to pay the full salary for weeks in which an exempt Employee takes unpaid leave under federal or state law.

If an employee believes that the Organization has violated this policy in any way, the employee may file a written Complaint with the Human Resources Coordinator. If it is determined that improper deductions have been made, the Organization will reimburse Employee for any improper deductions.

Discrimination

Non-Discrimination Policy

It is the policy of the Organization not to discriminate against any person in employment because of race, religion, color, sex, age, military status or application, national origin or disability or any other basis protected by state, federal or otherwise applicable law.

The Organization policy of nondiscrimination covers all aspects of the employment relationship, including recruitment, selection, placement, training, compensation, promotion, transfer, layoff, recall and termination.

Under Michigan and federal law, an employee may not be discriminated against in employment because of a disability. In certain cases the Organization has a duty to accommodate disabled individuals. Under Michigan law a disabled employee who needs an accommodation must notify

his/her employer, in writing, of the need for accommodation within 182 days after the date the employee knows or reasonably should know that an accommodation is needed. Should you require an accommodation, you should notify the Organization Human Resources department directly at the phone numbers provided in this Handbook. An employee's failure to timely notify the Organization of a need for accommodation may result in the loss of legal rights under Michigan law.

Any questions or problems related to this policy, or any perceived deviation from this policy, should immediately be brought to the attention of Human Resources.

Harassment

Sexual and Other Unlawful Harassment

It is illegal and against the Organization policy for any employee, supervisor, or supervisor to harass another employee, on the basis of race, color, religion, sex (but not limited to sexual harassment), national origin, age, disability, military status or application, or any other basis protected by state, federal or other applicable law.

Prohibited Conduct Includes:

1. Sexual Harassment

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitutes sexual harassment when: (1) submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or it creates an intimidating, hostile, or offensive working environment.

Sexual harassment may include, but is not limited to, unwelcome sexual advances or sexual flirtations; physical conduct of a sexual nature; request for sexual favors; verbal abuse of a sexual nature; graphic verbal commentaries about an individual's body; sexually degrading words used to describe an individual, including sexual nicknames; sexually oriented jokes and displays in the work place; or sexually suggestive objects, pictures or cartoons.

2. Other Harassment

Harassment is verbal or physical conduct that denigrates or shows hostility or aversion toward an individual or his/her relatives, friends, or associates, because of his/her race, color, religion, gender (not limited to sexual harassment), national origin, age, or disability, military status or application, or any other basis protected by state or other applicable law, and that: (1) has the purpose or effect of creating an intimidating, hostile, or offensive working environment; (2) has the purpose or effect of unreasonably interfering with an individual's work performance; or (3) otherwise adversely affects an individual's employment opportunities.

Harassing conduct includes, but is not limited to, name calling, slurs, negative stereotyping or threatening, intimidating, or hostile acts that relate to one's race, color, religion, gender, national origin, age, qualified disability, military status or application or any other basis protected by state or other applicable law; or written or graphic material that defames or shows hostility or aversion toward an individual or group because of the foregoing characteristics and that is placed on walls, bulletin boards, or elsewhere on the premises or circulated in the work place.

Where to Complain:

Any employee who believes that work place actions or words constitute harassment must immediately report or complain to your Superintendent, Matthew Medley, or Axios Human Resources, John Sanford, at 616-949-2525. If you are uncomfortable complaining to such individual, employees must bring such complaints to the attention of Ann Hayes, Vice President of Operations, Human Resource Services, Axios Incorporated at 616-949-2525. All complaints or incidents brought to the attention of the Organization will be investigated immediately in as confidential a manner as possible. Appropriate action will be taken. In determining whether alleged misconduct constitutes sexual or other unlawful harassment, the Organization will look at the totality of the circumstances.

Penalty:

An act found to constitute harassment in violation of this policy will result in disciplinary action up to and including discharge.

Non-Retaliation:

No employee will be retaliated against for filing a complaint or participating in an investigation of a violation of this policy. If an employee feels he/she is being retaliated against in violation of this policy, he/she should follow the complaint procedure outlined above.

Harassment by Non-Employees:

Any employee who believes he or she has been the subject of unlawful harassment as defined in this policy by a non-employee, such as a client or customer, during work time or in relation to the employee's work, should immediately contact your Superintendent, Matthew Medley, or Axios Human Resources, John Sanford, at 616-949-2525. If the employee does not feel comfortable discussing the matter with such individual, then the employee should bring the complaint to the attention of Ann Hayes, Vice President of Operations, Human Resource Services, Axios Incorporated at 616-949-2525. An investigation of the complaint will be undertaken as stated above.

If, after appropriate investigation, it is found that a non-employee has unlawfully harassed an employee during work time or in relation to the employee's work, appropriate action will be taken.

Employee Relations

The Organization subscribes to the following philosophy on employee relations:

- Respect all employees
- Provide good working conditions
- Encourage open and direct communications between employees and their supervisors
- Employee suggestions, comments, and complaints will be considered by management
- Management will attempt to respond promptly to employee problems

We ask that you uphold these standards. We urge you to foster an environment where problems are comfortably raised, cooperatively discussed, and equitably resolved.

Open Door Policy

It is important that management and employees maintain effective communications and understanding. A conscious effort is made at the Organization to maintain close rapport among staff through an open door policy. The following guidelines should be followed if a problem should arise:

Step 1: Report issue to supervisor. Problems should be discussed honestly and sincerely. There is a good possibility that problems can be resolved at this stage with your supervisor. You are encouraged to approach your supervisor to resolve employment related issues. If you feel your supervisor has not assisted you in resolution, you should notify him/her in writing of your wish for further consideration. This must be done within 5 calendar days of the occurrence of the problem to ensure a timely resolution.

Step 2: Next level management. If you feel that your supervisor has not responded appropriately to you, you must present a written request to the next level management (above your supervisor) which outlines the issue, within ten calendar days of the occurrence of the problem (the date of the supervisor's response). The next level supervisor will discuss the issue with you privately and respond within ten calendar days unless you are notified otherwise.

Step 3: Human Resources at Axios. If you are not satisfied with the answer at Step 2, you have ten calendar days to present a written request to Human Resources at Axios. Axios will investigate the issues and give you a response within ten calendar days of receiving the request unless you are notified otherwise.

Not every problem can be resolved to everyone's total satisfaction; however, through an open discussion of mutual problems and working to reach an understanding we believe concerns can be appropriately dealt with.

Attendance & Punctuality

It is the policy of the Organization to encourage habits of good attendance and punctuality on the part of its employees. The Organization recognizes that circumstances beyond your control may cause you to be absent from work for all or part of a day. However, unauthorized absences or tardiness will not be tolerated and may result in disciplinary action including probation and/or discharge.

When your absence from work is unavoidable, your supervisor must be notified at least two hours prior to the start of your scheduled work shift of the reason for your absence or tardiness and its probable duration. We must have adequate time to schedule a substitute. Should inadequate notice be given, your pay for that day may be forfeited.

You will be considered as having "quit" if you are absent for 3 consecutive working days without reporting to your supervisor, unless you have satisfactory reasons both for the absence and for the failure to report your absence. If you are experiencing personal difficulties which cause absences, you should discuss the situation with your supervisor as soon as possible.

Regular attendance and punctuality are important factors in your work performance. Your attendance record is considered in matters such as wage increases, promotions and transfers.

Should you be unable to work on a scheduled day, you must call and report such directly to your supervisor.

Personal Phone Calls

Certain emergency personal calls may be necessary during office hours (such as calls to arrange transportation, check on the safety of immediate family and other important outgoing calls). They should be local calls and must be made at a time when they do not interfere with your work. They should be brief and not cause you to fall behind in your duties.

Incoming calls need to be extremely brief since they will normally come at a time when you are busy. Avoid having people call you at work.

Social, church, and civic activities in which you are involved are looked upon as extremely worthwhile by this office. However, since these activities are disruptive to the office and learning environment, you are encouraged to pursue them while at home.

Personal cell phone use should be limited using the criteria above for personal calls. Calls should be short and not intrude on the work day. Ideally, if you receive a call you should let your voice mail answer it and return the call during your lunch break or after work. If your cell phone becomes a distraction, we reserve the right to ask you to turn it off during working hours.

Personal Appearance

We want to stress the importance of personal appearance and cleanliness. A well-groomed employee makes a good impression both for the Organization and the employee. Therefore, all employees shall maintain the highest standards of personal cleanliness and grooming and shall present a neat, professional, appearance at all times during working hours. Extremes of any style are not permissible.

Employees clothing must be neat, clean and without holes in them. No excessively baggy, long or low riding clothing is permitted. Excessive exposure of skin should be avoided. Management reserves the right to determine whether a particular article of clothing is appropriate or not.

Electronic Communication Policy

Computers, computer files, telephones, cell phones, voicemail systems, the E-mail system, software, and any other electronic devices or related parts (collectively referred to as "electronic devices") furnished to employees are University Preparatory Academy property to assist users in performing their jobs and advance the mission and goals of the Organization . The electronic devices, including E-mail, Internet, telephone, voice mail systems and the computers and software are to be used for business related purposes. The Organization treats *all* documents, data and messages sent, received, created, edited, or stored in any electronic device including E-mail, Internet, computer or voice mail systems as shared, non-confidential messages. Users must apply the same standards and care to their electronic communications as with other forms of communication (written or oral). Inappropriate use can have serious consequences both for the Organization and the employees.

- 1. The use of the computer system and its or other electronic devices is consent by the employee to all monitoring of his/her use by the Organization. The log-on procedures and passwords do not give rise to any employee expectation of privacy. Employee recognizes the Organization's right to monitor all use with or without additional notice to the user or further employee consent to such action of the Organization. Employees should, however, protect their passwords so that others do not abuse it and their workstation. The right to monitor in this policy is limited to the Superintendent, Business Supervisor, IT professionals, Axios Incorporated, and other management personnel as designated by the Superintendent. The Organization has the capability to, expressly reserves the right to, and will from time to time, access, review, copy and delete any information sent, received, created, edited, or stored in the E-mail (including E-Mails accessed (sent or received) from third party servers), Internet, or voice mail systems or with use of Organization computers and its electronic devices, to the extent permitted by applicable law for legitimate business purposes. The Organization may disclose such information to any party (inside or outside the Organization) it deems appropriate.
- 2. You may make occasional incidental use of electronic devices for personal use (less than 5%) during non-work time provided that you abide by all provisions in this policy. The abuse of this policy will subject the employee to discipline and/or a request for reimbursement. It must be understood that any personal information will be treated no differently from other information, which will be accessed, monitored, utilized and disclosed by the Organization to the extent permitted by applicable law. Accordingly, users cannot use electronic devices, including the computer systems, E-mail, Internet or voice mail systems to send, receive, create, edit or store any information that they wish to keep private. Users should treat the E-mail, Internet, voice mail systems, and any other system of an electronic device as a shared file system (such as the system for word processing documents which are publicly available Organization documents) with the expectation that information sent, received or stored in the system will be available for review

by the Organization for any purpose as stated above. Should circumstances require that you place a long-distance call, we ask that you use a personal calling card or call collect.

- 3. The Organization prohibits the use of its electronic devices, including its computers, the Internet, telephones, voice mail or the e-mail system to harass, insult or intimidate, or use in any way that is disruptive or harmful to employees; to engage in any unlawful activity, enterprise or scheme; to transmit defamatory, obscene, offensive or harassing information; to transmit information that discloses personal information without authorization or to otherwise use in any other way that is in violation of Organization policies. For example, but not by way of limitation, the display or transmission of sexually explicit images, messages, cartoons, ethnic slurs, racial comments, off-color jokes or anything that may be construed as harassment is not allowed. Employees should not send confidential or proprietary documents over the internet without the approval of his or her supervisor.
- 4. The Organization purchases and licenses the use of various computer software for business purposes and does not own the copyright to this software or its related documentation. Unless authorized by the software developer, the Organization does not have the right to reproduce such software for use on more than one computer. Employees may only use software on local area networks or on multiple computers according to the Organization's software license agreement. The Organization prohibits the illegal duplication or downloading of software and its related documentation. Use of the E-mail system or the Internet to copy and/or transmit any documents, software, or other information protected by the copyright laws is prohibited. The installation or use of computer games or any other unauthorized software is a violation of Organization policy and will not be permitted. Any questions regarding the use of the system or software should be addressed to the Superintendent or Business Supervisor.
- 5. Organization rules for document retention apply to all electronic communications. Electronic material/communications can be required as evidence in legal proceedings.
- 6. Employees must know and recognize that the use of deletion keystroke does not necessarily mean that the document has been eliminated from the computer system.
- 7. Employees may not send any form of a personal chain letter or mass mailings (including virus warnings) to other individuals or groups. Mass mailings and chain letters refer to emails addressed to more than four individuals.
- 8. Viruses can quickly spread from one location throughout the entire affiliate. If you suspect that you have a virus, shut down your computer and contact the IT Department.

E-mail

Always consider the following protocol before you send an e-mail:

- 1. E-mail access is provided for Organization business.
- 2. Always use business-like and clear language.
- 3. Only use Organization provided or authorized mail systems.
- Always use the utmost care, sufficient discretion, and security when sending confidential and proprietary business information by e-mail.
- 5. Always keep your passwords private. Unauthorized use of another employee's ID is strictly prohibited. Never send an email under someone else's name.
- 6. When you leave your work area, log off your e-mail or institute a password to protect your workstation.
- 7. If you change any e-mail before forwarding it, clearly indicate every change.

- Type "DO NOT FORWARD" on any email you do not want forwarded, and don't forward email marked "DO NOT FORWARD."
- 9. Never use profanity, inappropriate language, or send discourteous or offensive e-mails.
- 10. Don't read misdirected e-mails; return them to their senders.
- 11. Don't expect e-mail to be private.
- 12. When sending an attachment by e-mail, identify the software and versions. Do not send large attachments and do not send non-business e-mails to more than 4 or more persons.
- 13. Inappropriate use of e-mail should be reported immediately to Management.
- 14. Remember, e-mail is not always the most appropriate method of communicating. Depending on the circumstances, a phone call, memo, or face-to-face meeting may be better.

Threatening E-Mails: A user who receives a threatening e-mail at the office or home should:

- 1. Keep the e-mail in their mailbox.
- 2. Forward a copy of the e-mail to IT personnel and your immediate supervisor.
- 3. Notify the Human Resources Department, the Business Supervisor, or your supervisor.

Internet

The Internet represents a valuable resource to the Organization for specifically defined business functions and to promote the mission of the Organization. It also exposes the Organization in an unprecedented and highly visible fashion as compared to a secured network. The Organization may be implicated for a range of inappropriate or unethical use by individuals who were provided Internet access.

- Use of Organization-provided Internet services to access, download or send material that is not business related is prohibited. The Internet is to be used primarily for business purposes.
- Transmission of sensitive and proprietary business information over the Internet is strongly discouraged, unless required to meet a critical business need. Supervisor's approval should be obtained in advance.
- 3. Software and data that is obtained from the Internet must not violate the intellectual property rights of others.
- 4. Business functions or divisions electing to publish on the Internet must first secure the necessary Organization approvals and maintain an ongoing approval process when the content of published information changes.
- Certain sites lacking sufficient business justification or that interfere with the operations of Organization information technology may be blocked.
- 6. Where applicable, the same policies and rules covering communication or material (i.e., content, appropriateness, security, business purpose) outlined above apply equally to Internet usage.

- 7. Employees may not post any electronic communication that could be misconstrued as an endorsement by the Organization, or could reflect negatively on the Organization. Be aware that items posted to Internet bulletin boards, mailing lists, and others, are identified by the Organization staff e-mail address.
- 8. If you feel you must utilize a site for research and/or teaching that could be construed as inappropriate by a reasonable person/parent, you must first consult with the Assistant Superintendent and receive written authorization. Failure to do so may lead to disciplinary action up to and including termination.

Limited personal use of the Internet is allowed by the Organization. However, the employee-user is reminded that use of any and all Organization property is primarily for the purpose of Organization business. Any personal use of the Internet is expected to be on the user's own time and is not to interfere with the person's job responsibilities.

This policy should be read and interpreted in conjunction with all other Organization policies including but not limited to policies prohibiting harassment, discrimination, offensive conduct or inappropriate behavior. Employee-users are prohibited from accessing the Internet for any unethical purposes, including pornography, violence, gambling, racism, harassment, or any illegal activity.

Violation of this policy, or the failure to report any violations of this policy, can lead to disciplinary action up to and including discharge.

Organization Property

No Organization vehicle or property such as tools, office machines, supplies, computers, etc. may be used without prior consent of management. Utilization of organization vehicle, tools, equipment or other organization property for personal use is prohibited unless the Assistant Superintendent or Business Supervisor has granted prior authorization.

If you are granted authorization, you understand and agree that the organization is not liable for personal injury incurred during the use of organization property for personal projects. As a organization employee, you accept full responsibility for any and all liabilities for injuries or losses, which occur, or for the malfunction of equipment. You are responsible for returning the equipment or tools in good condition and you agree that you are required to pay for any damages that occur while the equipment or tools are used for personal use.

Standard of Conduct

The Organization considers employees to be professionals in their particular area of employment. Inasmuch as each employee is regarded by the community as a representative of the organization, it is important that such contacts be a credit to the Organization. This includes, anytime while representing the Organization:

- To and from job sites
- Driving organization vehicles
- Dealing with organization vendors
- Interacting with parents, guardians or other family members on campus or at extracurricular activities
- Any time you could generally be understood to be representing the Organization

Disregard of this responsibility may be cause for termination of employment at the Organization.

Disciplinary Procedure

As in any organization, rules governing the conduct of all employees are as necessary as regulations governing the conduct of people who live in our community. We try to keep our rules to a minimum, but there are some which are necessary for the Organization to run smoothly and for the protection of all employees. Persons who tend to "play by their own rules" usually end up trespassing on the rights of other people and are not members of our team. We will make an effort to help such employees correct their conduct, but the primary responsibility for abiding by the rules rests with you.

Any employee who violates any of the Organization's rules or general standards of good employee conduct shall be subject to disciplinary action at the sole discretion of the Organization. While employment at the Organization is at will, in some cases the disciplinary action may result in either verbal or written warnings, suspension or discharge. The Organization will assess numerous factors in determining the degree of discipline rendered. Among others, these factors include severity of the conduct violation, impact on the Organization, state and federal laws, extenuating facts and circumstances, and the general facts and circumstances of the incident. The following list of offenses is not meant to be all inclusive and is meant to be used as a guideline. Failure to use common sense and good judgment may also result in disciplinary action.

Major/Serious Offenses

- Abusing or destroying Organization property or the property of others
- Using abusive or profane language
- Being convicted of a serious criminal offense
- Creating or contributing to unsanitary or unsafe conditions
- Deliberately restricting quantity and quality of work, or asking others to do the same
- Disclosing confidential Organization information
- Discourteously treating other employees, vendors, customers, or visitors
- Unexcused absences or tardiness
- Failing to complete a day's work assignment
- Failing to report personal injury or accident occurring on the job or defective equipment
- Failing to use safety devices
- Falsifying of Organization records
- Fighting, immoral conduct, threats or intimidation
- Gambling on Organization time or premises
- Harassment of any type
- Horseplay and violating safety rules
- Insubordination
- Intimidating fellow employees or others
- Leaving your job without proper authorization
- Loafing or being away from your job unnecessarily
- Negligence or inferior work
- Performing personal work on Organization time
- Possessing a dangerous or deadly weapon on Organization time or premises
- Possessing, selling, using or being under the influence of drugs or alcoholic beverages on Organization time or premises
- Refusing or failing to do a job assignment
- Removing Organization equipment from the premises for personal use
- Reporting a false reason for absence
- Sexual or other unlawful harassment
- Sleeping on organization property, even when off duty
- Theft or dishonesty
- Making or publishing of false, vicious or malicious statements concerning an employee or client's employee, the Organization or its products
- Unauthorized carrying of passengers in Organization vehicles
- Unauthorized use of Organization property, records, tools, or equipment
- Violating safety rules

Working another job while absent

Other Offenses

- Careless workmanship
- Deliberately distracting the attention of others
- Disregarding common safety practices
- Excessive time at rest periods
- Failing to attend scheduled meetings
- Failing to complete reports promptly and accurately
- Failing to follow instructions
- Failing to maintain acceptable standards of personal hygiene
- Improper language
- Leaving job before quitting time
- Posting written printed matter in any form on Organization premises without Supervisor's approval
- Smoking
- Unauthorized solicitations or distributions
- Unsafe driving when entering or leaving Organization property

Disciplinary Tools

Following is an example of a typical disciplinary tools utilized by the organization; the organization retains the right to discipline as needed based on individual situations and the severity of the issue. This policy is not intended to conflict with the Organization's at-will employment relationship with all its employees. All employees of the Organization are and will continue to be at-will employees. Either the employee or the Organization may terminate employment at any time, with or without cause, and with or without prior notice.

Verbal Re-orientation: To discuss the specific work-related problem and remind the associate about the policy concerning the issue - a Verbal Re-orientation may be documented in some way.

Written Reminder: When an associate breaks a policy for a second time or a more serious situation needs to be addressed, formal documentation will be produced to reinforce the policy and how important it is to follow the policies and procedures in order to be successful.

Final Written Reminder: For the most serious situations that do not warrant immediate separation, or if the situation has been addressed previously, a letter is sent to remind the employee of the policy again and that any further violations will result in termination.

Termination: At this point, the employee has terminated his/her own employment by violating the policy again or they have committed a policy violation so severe that immediate separation is warranted.

Performance Evaluations

Your job performance will be evaluated annually. Informal performance feedback will be expressed on an on-going basis. Advisors should meet on a quarterly basis to conduct goal setting and goal-setting follow up reviews.

At these performance review sessions, we accomplish two things:

- 1. Review: We want to review all of your tasks and behaviors so that we can provide feedback on how you are handling them. We will discuss your performance and efficiency. Naturally, we will make suggestions for improvement on those areas you are having difficulty with and compliment you on those you are doing well.
- Listen: We want to listen to you. Each session is planned so that we can talk about your job. Many times the finest suggestions for improvement come from you. Together we can redirect our efforts in order to do better.

Factors to be considered in the evaluation include, without limitation:

- Knowledge of the job
- Quantity and quality of work
- Promptness in completing assignments
- Cooperation
- Initiative
- Reliability
- Attendance
- Judgment
- · Acceptance of responsibility

At the time of the discussion with the Supervisor, the employee shall be given the opportunity to examine the written evaluation, correct inaccuracies, and make written comments concerning any aspects of the evaluation. The written evaluation shall then be made part of the employee's personnel file.

Promotions & Transfers

Promotions to jobs of greater responsibility in the Organization go to persons who have best prepared themselves for advancement by hard work, study, ability, and initiative. It is our policy to fill job openings by promotion whenever possible, as determined in the sole discretion of the Organization. Skills, job performance, experience, ability to perform the job, and cooperation are only a few of several factors to be considered in the selection process.

At times the Organization may transfer employees from one job to another, either at their own request or as a result of a decision by management. These transfers may be temporary or permanent. Such transfers allow for the more efficient utilization of personnel throughout the Organization.

Reductions in Workforce and Recall

It is the Organization's goal to maintain full employment for everyone to the greatest extent possible. In the event that a reduction in workforce is necessary at the Organization, the Organization shall determine which employees will be affected based upon a number of factors, including need, department, qualifications, behaviors, productivity, and general performance. Should a re-hire be possible, the re-hire of previous employees shall be decided using the same factors. The exact method or manner of this reduction and subsequent re-hire will be left to the sole discretion of the Organization. No vacation, holidays, or other paid time off will be earned by terminated employees following a reduction in workforce.

Documents and Records

It is policy of the Organization to comply with the law and to maintain accurate records of organization business.

Employees shall not alter, destroy, conceal or falsify any record or document, including those in hard copy, electronic form, or video and audio files. All records will be preserved in the normal course of business. If you have any questions about whether and where a document should be retained, including electronic records, you should discuss it with your supervisor. In the event the Organization is under an investigation by a government agency or such an investigation or litigation is anticipated, all documents directly or indirectly related must be preserved.

Reporting Unethical or Illegal Conduct

Maintaining ethical and legal standards is the responsibility and obligation of every employee. If any practice, act, or conduct seems unethical or improper, or if you have questions regarding the best course of action, you may contact any of the following:

- your direct supervisor
- Business Supervisor
- Assistant Superintendent
- Superintendent
- Axios Human Resources

For concerns that relate to the Organization's accounting, internal accounting controls, auditing matters, or any related concerns, you may contact a member of the board of directors in addition to, or instead of, any of the above persons.

Conflict of Interest

The Organization's business affairs are to be conducted with honesty, integrity and the highest order of business ethics. In all cases, employees are expected to act legally and ethically and in the best interest of the Organization. Employees must refrain from taking part in, or exerting influence on, any transaction, investment or business, or having any other employment, in which their own interests may conflict with the best interests of the Organization.

Employees are prohibited from owning any interest in, working for, or accepting compensation in any form from any of our customers, competitors or suppliers except as specifically authorized in writing by an officer of the Organization. All employees are required to disclose in writing to the President of the Organization any proprietary or financial interest they may have in any organization with which the Organization does business or with which it is in competition so that a determination can be made as to whether a conflict of interest exists.

Nothing in this Handbook is intended to restrict investment or require disclosure of any investment by any employee in a stock or other security of any corporation listed on a national securities exchange or regularly traded by national securities dealers, provided that such investment does not exceed one percent of the market value of the outstanding securities of such corporation.

Confidentiality Statement

In the performance of duties, the employee may have access to corporate financial, personal, or other confidential data. This information is the property of the Organization and is to be used solely for organization purposes. This information should not be discussed with, or distributed to anyone outside the Organization or anyone within the organization who does not need to know this information to perform their duties.

Outside Employment

If you are considering a second job, please discuss it with us before you accept the position. We do care about you and are concerned that holding two jobs may be more than you can handle. Activities away from the office must not adversely affect the employee's job performance or compromise the Organization's interest and will not be considered an excuse for poor job performance, absenteeism, tardiness, or refusal to work different hours or overtime.

Resignation

If, at some future time, you should decide to leave the Organization, we ask that you provide your Supervisor with at least thirty (30) days' advance notice in order to permit the Organization to hire and train a replacement for you.

All Organization property must be returned and all debts settled with the Organization on or before the last day of employment.

Upon termination of employment, an "exit" interview will be conducted by your Supervisor. This provides an opportunity for you to discuss the work situation, ask questions regarding your departure and offer suggestions for improvement in the work place.

Personnel Records

Organization maintains a confidential personnel file on each member of the staff. Where applicable, employee medical records are also kept confidential and separate from personnel file documents. Personnel files are the property of the Organization and access to the information they contain is restricted. Generally, access to an employee's personnel file is only allowed on a "need to know" information basis and is limited to: the employee, management and human resources. It is important that personnel files contain up-to-date information regarding each employee. Employees should inform the personnel office immediately whenever there are changes in their personal data. In the event that you wish to change your status on any of your benefit plans, it is necessary that you contact the Human Resources Department in writing within 30 days of the change.

The Organization is committed to protecting the privacy of its current and former employees. Employees who receive calls or written requests about current or former employees should refer such requests to the Human Resources Department. No employee may release information about a current or former employee without specific authorization by the employee and the Human Resource Department. All employees are prohibited from making a recommendation for or commenting on, either verbally or in writing, any current or former employee without specific authorization by the Human Resources Department.

Employment References & Data

Employment references should be directed to your Human Resource Department whether they are verbal or in writing. Only factual information contained within your file (see above) may be shared without an additional release signed by the employee (or former employee)

Employees that require outside parties to obtain employment data (creditors, adoption agencies, etc.) from the organization should complete a release supplied by the party requesting the information and forward said release to the Human Resource Department to be reviewed and fulfilled.

Social Security Number Privacy

The Organization keeps all records containing employee social security numbers confidential. These records are maintained in employee personnel files, which are kept in a locked filing cabinet. Limited access to personnel files is described above. The Organization prohibits the unlawful disclosure and/or use of employee social security numbers. Personnel file documents containing employee social security numbers are retained throughout employment and for a period of six years following the end of employment. Following the retention period, documents containing social security numbers will be shredded and disposed of. Any employee that violates this policy will be subject to disciplinary action, up to and including termination.

Exit Interviews

The exit interview process provides an opportunity for employees, upon separation from employment, to provide feedback on their employment experience. You may request an exit interview form from your supervisor or from Human Resources that can be completed and returned to Human Resources. This will give you the opportunity to share information regarding your employment experience. The Organization requests that you give two weeks written notice upon resignation of employment.

Employment of Relatives

The Organization will consider hiring relatives, providing that qualifications and skills are appropriate for the position. However, relatives will not be put in a position where either would have any supervisory or leadership responsibilities over the other. Should reporting relationships

occur during any type of position responsibility shift, promotion, transfer, or reorganization, one of the relatives will be required to resign, or transfer. If a position is not available, termination will be necessary. Relatives are defined as immediate family members and do include in-laws and/or step-relationships, cousins, etc.

Leaves of Absence

Medical Leave of Absence

To the extent permitted by law, all the Organization employee leaves of absence, including workers' compensation leaves of absence, FMLA leaves or a leave required by applicable state law, shall be coordinated, and the time allowed under the Medical Leave Policy, the Family and Medical Leave Policy, or applicable state law, shall run concurrently as permitted by law. The employee is entitled to any greater rights set forth in the more specific provisions in the policies below or under applicable state law if all eligibility requirements and obligations are met.

Family and Medical Leave Act

Summary of FMLA

The Organization will grant eligible employees up to twelve (12) weeks of unpaid leave during any rolling twelve (12) month period measuring backward from the first day of the employee's FMLA leave for the following reasons: (1) because of the birth of and to care for the employee's newborn child; (2) because a child is placed with the employee for adoption or foster care; (3) to care for the employee's spouse, child or parent with a serious health condition; or (4) because of an employee's own serious health condition that prevents performance of his or her functions. A serious health condition may include a condition that requires inpatient care at a hospital, hospice, or residential medical care facility, a condition that results in a period of incapacity of more than three consecutive calendar days that also involves treatment two or more times by a health care provider or, treatment by a health care provider at least once with an ongoing regimen of treatment, pregnancy or prenatal care, chronic conditions that cause incapacity or require treatment, or a long-term health condition which, if left untreated, would result in a period of incapacity of more than three days, or any other qualifying condition. Questions about whether a condition is covered should be directed to Human Resources.

Leave taken under the FMLA and /or under any the Organization policy, including but not limited to workers' compensation leave and disability leave, or under applicable state law, shall be coordinated and, to the extent permitted by law, the periods of leave permitted by the FMLA, any the Organization policy, or applicable state law shall run concurrently.

Eligible Employees

To be eligible for an FMLA leave, an employee must have been employed by the Organization for at least twelve (12) months, whether or not consecutive. An employee must also have had at least 1250 hours of service during the twelve (12) month period before the requested leave and must be employed at a work site within 75 miles of which 50 or more employees are employed by the Organization

Notice and Documentation Requirements

When possible, the employee must give thirty (30) days advance notice of the need for leave. If not possible, the employee must give as much notice as is practical. In addition, when the requested leave is for planned medical treatment for the employee or a spouse, son, daughter, or parent of the employee, the employee must make a reasonable effort to schedule the treatment so as not to unduly disrupt the operations of the Organization

If the reason for the leave is to care for an employee's spouse, child or parent with a serious health condition, or for the employee's own serious health condition, the employee must have a health care provider complete the Organization Medical Certification Form and return it to the Organization Human Resources Department within 15 calendar days or the request for leave may be denied or delayed.

The Organization reserves the right to request re-certification from the physician in certain cases or to request certification by another physician specified by the Organization at the Organization expense. In the case of a conflict between two physicians, the Organization, at its own expense, may obtain a third certification by a physician approved jointly by the Organization and the employee. The third physician's opinion will be binding on both the Organization and the employee.

If the absence exceeds ten (10) work days, before an employee may return to work from a medical leave occasioned by the employee's serious health condition, the employee is required to provide a certification from his or her doctor that the employee is able to resume work, with or without accommodations.

Any additional documentation or requirements required by any other applicable the Organization policy are still effective for periods in which the employee is seeking paid leave or leave which extends beyond the FMLA period pursuant to that policy.

Failure of an employee to provide the requested certification may result in denial of the leave and /or denial of any pay pursuant to any the Organization policy for which the employee might otherwise be eligible during the FMLA leave.

Use of Paid Time

Employees must use paid time to which they are entitled during FMLA leave a follows: (1) during a FMLA leave for an employee's own serious health condition, the employee must use all paid time for which he/she is eligible under the Organization short-term disability benefits policy or workers' compensation. The employee must use accrued but unused paid vacation and sick/personal days during FMLA leave for this purpose; (2) for all other FMLA leave, the employee must use any unused paid vacation and sick/personal days, which time will be credited against the employee's FMLA leave period.

If, for any period of leave, an employee receives insured and/or uninsured benefits that exceed 100% of his/her pre-leave wages the employees agrees to reimburse the Organization the excess amount.

Intermittent or Reduced Schedule Leave

If the reason for a requested leave is due to the serious health condition of the employee or a spouse, child, or parent, the employee may be entitled to leave on an intermittent or reduced schedule basis. Such leaves are permitted only where medical necessity is established by written documentation subject to verification, and the employee makes every reasonable effort to schedule the treatment so as not to disrupt the business operation of the branch or department. The Organization may temporarily transfer an employee who requests intermittent leave or leave on a reduced schedule to an available alternative position with equivalent pay and benefits that better accommodates recurring periods of leave than the employee's regular position.

Spouses Working for the Same Employer

There may be a few situations in which both spouses work for the Organization. If each spouse seeks unpaid leave to care for his/her own sick parent, because of the birth of and to care for a child, or because of the placement of a child for adoption or foster care, their combined allowed leave is twelve (12) weeks during any consecutive twelve (12) month period. However, if each spouse requests an unpaid leave because of the serious health condition of a child or the other spouse, then each spouse is entitled to the full twelve (12) weeks of leave. In the instance of FMLA leave to care for an ill spouse who works for the Organization the leave would be unpaid for the "caring" spouse (except for use of paid vacation or personal time.) The spouse who is ill may receive pay in accordance with any disability policy or plan sponsored by the Organization.

Benefits

During FMLA leave, employee group health plan coverage will be maintained at the level and under conditions coverage would have been provided in the absence of the leave for up to twelve (12) weeks during any rolling twelve (12) month period measured backward from the first day of the leave, subject to any changes to such plans that may become effective during the period of leave.

If an employee does not return to work or if the employee is eligible for additional leave under the Organization policy, he/she may be eligible to participate in the group health plan coverage at the employee's expense under COBRA. The Organization will not continue the coverage at its expense beyond the FMLA period provided by law, except as otherwise stated in the Organization Medical Leave Policy.

Whether an employee is eligible to continue to participate in other the Organization benefits plans while on an FMLA leave of absence shall be determined by the terms of the applicable plan.

Restoration to Position

Upon return from an approved FMLA leave, the employee will be restored to his or her former position or an equivalent position with equivalent pay, benefits, and other terms and conditions of employment. Key employees may be denied restoration if the Organization determines that restoration to employment will cause substantial and grievous economic injury to its operation. No employee returning from a FMLA leave will lose any employment benefit that the employee earned or was entitled to before going on such leave.

Employees are prohibited from performing work for other business entities or engaging in selfemployment during a leave of absence, unless written authorization from the President is obtained by the employee. Violation of this provision may result in termination of employment.

Notwithstanding the foregoing, an employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously and actively employed during the FMLA leave period. See, Department of Labor regulation 825.312(d).

State Parental, or Family and Medical Leave Act Policy

The Organization will observe any applicable state law requiring a leave of absence. To the extent permitted by law, leave under any such state law shall run concurrently with leave time permitted under the FMLA or under the Organization Medical Leave policy. The employee is entitled to any greater rights as set forth in the more specific provisions or under applicable state law if all eligibility requirements and obligations are met.

Service Member Family And Medical Leave

The Family and Medical Leave Act (FMLA) also entitles eligible employees to take leave for a covered family member's service in the Armed Forces ("Service Member FMLA"). This policy supplements our FMLA policy and provides general notice of employee rights to such leave. Except as mentioned below, an employee's rights and obligations to Service Member FMLA Leave are governed by our existing FMLA policy.

Leave Entitlement

Service member FMLA provides eligible employees unpaid leave for any one, or for a combination, of the following reasons:

- A "qualifying exigency" arising out of a covered family member's active duty or call to active duty in the Armed Forces in support of a contingency plan; and/or
- To care for a covered family member who has incurred an injury or illness in the line of duty
 while on active duty in the Armed Forces provided that such injury or illness may render the
 family member medically unfit to perform duties of the member's office, grade, rank or
 rating.

Duration of Service Member FMLA

- When Leave Is Due To A "Qualifying Exigency": An eligible employee may take up to 12 workweeks of leave during any 12-month period.
- When Leave Is To Care for an Injured or III service member: An eligible employee may
 take up to 26 workweeks of leave during a single 12-month period to care for the service
 member. Leave to care for an injured or ill service member, when combined with other
 FMLA-qualifying leave, may not exceed 26 weeks in a single 12-month period.
- Service member FMLA runs concurrent with other leave entitlements provided under federal, state, and local law.

Leave under State Military Leave Laws

A growing number of states provide leave for family members of service members. The entitlements for such leave differ from state to state. Our policy is to comply with such laws in any circumstances where they apply to employees of our Company.

Work Sabbatical

If an opportunity arises for a member of the instructional, advisory, or administrative/management staff to undertake a special project or educational experience outside of the organization for a period of one year or less, the employee may request a work sabbatical. Applicants must have been employed full-time by the organization for at least two years and must meet the following criteria:

- The employee's work performance is superior
- The employer deems that there are acceptable resources and adequate coverage available during the employee's absence.
- The employee provides a detailed description and documentation of opportunity.
- The employee understands and accepts that this is a leave without pay.
- The employee has not taken an unpaid leave of absence in the prior two years.

No more than one employee per calendar year may be granted a work sabbatical. Clerical and support staff are not eligible for this program.

If the supervisor and the employee agree to all of the above conditions, then the following items should be discussed and the Work Sabbatical Leave Form completed and signed:

- The employee can opt to continue his/her selected benefits for the agreed-upon time
 period if he/she pays the entire premium to the organization. The organization will make
 the payments to the various insurance carriers on the employee's behalf. If the employee
 elects to continue his/her benefits, the organization will notify each carrier in writing of the
 employee's leave of absence.
- If electing to continue his or her benefits, the employee must submit a check representing
 the full monthly payment, made payable to Axios Incorporated, no later than the fifteenth
 of the preceding month. Failure to submit payment will cause the employee's benefits to
 end immediately.
- Employees who opt to discontinue their benefits must understand that, upon their return
 to work, they will be treated as new employees and any waiting period and/or exclusion of
 pre-existing conditions may apply.
- Once the time period for a work sabbatical is agreed upon in writing, it cannot be extended without a written request for extension and approval by management. If it is

shortened, prior notice to the supervisor also is required. The total leave taken may not exceed one year.

 The employee and supervisor agree and understand that the position will remain open and available when the employee returns. Should the employee fail to return to work at the end of the agreed period of time, the position will filled permanently via other means.

NOTE: This leave is not intended to be an extension of FMLA, STD/LTD and/or any other current benefit provided by the organization. This policy does not constitute a guarantee of continued employment. Rather, employment with the organization is on an "at will" basis.

Military Leave

In an effort to encourage and assist employees in the performance of their military obligations, employees who are ordered to perform inactive duty for training, active duty for training, or extended active duty with the Armed Forces of the United States shall be granted a military leave of absence. Upon completion of this leave the employee shall be entitled to receive re-employment rights and other benefits as required by law.

Bereavement

In the event of a death in your immediate family, you will be allowed up to three (3) normally scheduled consecutive working days off with pay immediately following the death to arrange for and/or attend the funeral. "Immediate family" is defined as current spouse, and your or your current spouse's mother, father, sister, brother, child, grandparents, great-grandparents and grandchildren.

One day is allowable in the case of death of "other family." "Other family" is defined as an aunt or uncle; aunt- or uncle-in-law; niece or nephew. Special consideration will also be given to any other person whose association with the employees was similar to any of the above relationships.

In the case of employee death, employees may attend the funeral without loss of pay with school leader's approval. You will be paid your regular daily rate, and satisfactory evidence may be required to support the leave. This benefit applies to full-time employees who have completed the orientation period.

Jury & Witness Duty

An excused absence will be granted to all employees who are summoned for jury duty or to serve on a jury for the period of service. To obtain approval of the absence, it is necessary for you to submit a copy of the notification or summons to your supervisor immediately upon receipt of the document. The Organization will pay full time employees their regular salary or wages (excluding overtime) provided that you turn your jury fee over to the Human Resource Department. You may keep compensation for mileage and other travel expenses.

If the jury duty assignment only requires less than three (3) hours of the work day, it is expected that the employee will return to complete the balance of the normal, regular work day and also to report for work on any regular scheduled working day when the court is not in session.

A jury report must be filed within 10 days of jury duty completion. Jury duty is to be reported as time off for jury duty on employee time sheets or exception reports.

An employee in Michigan who is a victim of crime and is subpoenaed or requested to attend court for the purpose of giving testimony or an employee who is a victim representative and desires to attend court during a victim's testimony will be granted an unpaid excused absence.

Compensation

Total Compensation

The Organization provides a competitive wage and benefit program. The compensation program is designed to reward conscientious, productive employees and make their association with the Organization a satisfying and rewarding experience.

Your total compensation consists of a combination of your direct and indirect pay. Your direct pay is the money you receive in your paycheck. Your indirect pay is "Employee Benefits," such as insurance benefits, which provide various forms of protection for you and your family. These benefits are largely provided for you at the Organization expense. Although these benefits are not paid in the same form as the money in your paycheck, they represent an important part of your total compensation.

<u>Wages</u>

It is the policy of the Organization to pay wages and salaries which are based upon the nature of the job performed. Wage increases, if any, are given at the sole discretion of the Organization and are intended to reward above-average job performance. You can increase your salary through individual effort and performance which includes such factors as attendance and dependability, behaviors on the job, the progress exhibited in learning the job as well as the quality and quantity of work.

Wage and salary increases are based on merit alone, not length-of-service or the cost-of-living. Having your compensation reviewed does not necessarily mean that you will be given an increase.

Time Keeping

Non-exempt (hourly) employees must keep track of hours worked by the use of a time sheet. You are required to keep a time sheet showing your starting time, lunch period and other unpaid breaks, and quitting time for each workday - actual times must be utilized. You should fill in your time sheet every day. At the end of each pay period you should sign the time sheet and return it to your supervisor.

No one may record hours worked on another Team Member's time card. Tampering with another Team Member's time card is cause for disciplinary action, including possible dismissal, of both Team Members. Do not alter another Team Member's record, or influence anyone else to alter your record for you. In the event of an error in recording your time, please report the matter to your supervisor immediately.

You should not punch in or out more than 7 minutes before or after your shift without your supervisor's permission.

Work Hours

The normal work week for full-time employees consists of 32+ hours worked over five days. Under no circumstances are employees to work alone at University Preparatory Academy without prior written approval from management.

Overtime

Overtime compensation will be paid to all nonexempt employees who work in excess of forty (40) hours during the normal workweek. This overtime compensation shall be at one-and-one-half times the employee's established hourly rate.

Hours paid that are not actually worked, for example, holidays, vacation, etc., do not count as hours worked for overtime purposes. It is the Organization policy to avoid overtime whenever possible. Therefore, hours in excess of one's regularly scheduled workday may not be worked without the prior approval of the employee's Supervisor.

Payday and Paychecks

Employees will be paid every two weeks with Friday being payday. The work week begins on Saturday and ends the following Friday. On each payday employees will receive a statement showing gross pay, deductions, and net pay. City, state, federal, and Social Security (FICA) and other required taxes or withholdings will be deducted automatically.

For your convenience, the Organization offers the opportunity for your paycheck to be automatically deposited into your bank account. See the HR Consultant for details.

Report lost paychecks immediately to the Organization. It will take several days to stop payment and secure a duplicate check. Checks are to be cashed as soon as possible after receipt. Wage changes, as well as changes in deductions, are effective at the beginning of a payroll period. Keep your paycheck stubs. They are a record of earnings and hours worked, as well as payroll deductions, withholdings and taxes.

Every effort is made to avoid errors in your paycheck. If you believe an error has been made, contact human resources or the payroll department immediately. They will take the necessary steps to research the problem and to assure that any necessary correction is made properly and promptly.

The organization will not cash your paychecks

<u>Garnishments</u>

The Organization is required to comply with all writs of garnishments it receives. Deductions will be taken from your paycheck if we receive a writ of garnishment requiring us to withhold and pay a portion of your wages to a court. Information about the garnishment will be held in confidence. If you have questions regarding a garnishment, please contact the Axios Payroll Department.

Benefits

Insurance Coverage

The Organization attempts to provide you with as many benefits as possible to make your employment here more pleasant and more rewarding. These benefits may be employer paid, employee paid, or we may share in the cost. Currently, the following insurance coverage is available:

- 1. Health Insurance (100% organization paid)
- 2. Dental Insurance (100% organization paid)
- 3. Vision Insurance (100% organization paid)
- 4. Life Insurance (100% organization paid)
- 5. Long Term Disability Insurance (100% organization paid)
- 6. 401(k) Retirement Savings
- 7. Flexible Spending program

You must be a full-time employee who has received a signed contract to be eligible for these benefits.

In its sole discretion, the Organization reserves the right to alter, amend or delete any of these insurance benefits or other benefits described in the Handbook. Please see our current "Benefits Summary" for the most up to date offering.

Applicable Plan documents explain the benefits and eligibility requirements in further detail and at all times govern an employee's rights and obligations.

Flexible Spending

All executive and internal staff employees are eligible to set-up a Flexible Spending Account through the Organization Professional Employer Division. The plan year begins January 1 and ends December 31st. The Flexible Spending Account operates like a pre-tax checking account that can be applied toward specific dependent care expenses as well as some un-reimbursed medical expenses that are not covered by health, dental or vision insurance. In addition, your premium contributions to the Organization health plan will be deducted from your paycheck on a pre-tax basis. Please see the Benefits Administrator for details.

Holiday Pay

The following days are paid holidays for regular full-time employees who have completed their Training and Orientation period. They will be paid in accordance with their regularly scheduled hours.

New Year's Day Independence Day Christmas Day Martin Luther King, Jr. Day Labor Day Memorial Day Thanksgiving Holiday

- Part-time employees and employees on leaves of absence, suspension or layoff are not
 eligible to receive holiday pay. However, part-time employees are eligible to make up
 those hours lost at another time as approved by their Supervisor.
- Holiday pay will not be paid if an employee has an unexcused absence the scheduled day before or after the observed holiday.
- Holiday pay is paid at straight time and is not included in the overtime calculation.
- If the holiday falls on a day when you are on an approved vacation, then this day will be paid as a holiday and not a vacation day.
- If the holiday falls on Saturday or Sunday, the organization reserves the right to schedule another day or, in the alternative, to pay you're an extra days pay at the regular rate.

The organization permits absences from work for employees to participate in religious observances. These absences must be arranged with the employee's supervisor or Assistant Superintendent who is encouraged to accommodate the employee's request to the extent that it is practicable in the unit. Employees are responsible for giving supervisors at least a thirty (30) day notice of the proposed absence.

Employees may request this time as either paid vacation or time off without pay or have the option to make up equivalent time by arrangement with their supervisor.

Reasonable accommodations to bona fide religious observances and practices should be made in accordance with work scheduling.

Vacation

The Organization recognizes the value of rest and relaxation and encourages employees to use all vested vacation benefits. The organizations vacation calendar starts July 1st and ends June 30th. Employees who have successfully completed their orientation period shall be granted annual vacation with pay based on years of service in accordance with the following guidelines.

Regular full-time employees other than Advisors and other Instructional Staff shall receive five and one-half (5½) weeks of paid vacation time:

- The three and one half (3½) weeks when school is closed during the traditional school year: the two (2) weeks for Christmas and New Year, the two (2) days for winter semester break, and Easter week break. Alternatives to this schedule must be approved in writing by your supervisor.
- Two (2) weeks during the summer for the administrative staff. This time may be shifted based on district/employee needs with Superintendent approval.
- Part-time, and orientation employees shall not receive any vacation benefits.
- Vacation pay shall consist of the employee's regular rate of pay at the time of the vacation and must be taken in ½ day (4 hour) increments.
- You must submit vacation plans to your Superintendent or their designee, in writing at least thirty (30) days prior to the requested vacation. Should circumstances compel a change of vacation plans reasonable notice must be given. Generally, no more than one person from each department or branch will be permitted to take vacation at the same time. In the event of conflicting vacation plans, priority shall be based upon the order which notice is received by the organization.
- The organization shall have the right to designate the maximum or minimum length and time of any vacation period. Vacations must be taken in increments of one day unless specially authorized by your Supervisor, and you may not take more than 10 days of vacation at any one time.
- We believe that it is important to your health and well-being that you have time for rest and relaxation each year. Therefore, it is the policy of the organization that vacation days are not cumulative from year to year and must be taken in the year for which they have become vested, unless previously agreed upon by management. As a result, you will not be paid for unused vacation remaining at the end of the year unless necessitated by work requirements and approved by your Supervisor. An employee may not receive vacation pay in lieu of time off.
- An employee will not accrue vacation time while on layoff or leave of absence. Your earned vacation hours will be adjusted based on your actual time worked should you be on a leave of absence for an extended period of time.
- If a paid holiday falls within an employee's vacation period, an additional day of vacation will be granted.
- Employees will not be paid for unused accrued vacation time at the time of termination or resignation of employment.

Sick Leave

When illness strikes, we want you to know that the organization has anticipated your needs and prepared a policy which attempts to protect your wages, even though we can do very little to protect you from common illness.

If you are a full time employee and have successfully completed your orientation period, you shall be eligible for sick leave benefits in the event you are unable to perform your duties because of personal illness or injury which is not work related. You will be paid your regular straight time pay in accordance with the following schedule:

- The sick pay schedule will begin each July 1 and end on June 30 for Administrative Staff. The sick pay schedule will begin each August 1 and end on July 31 for Advisors.
- Qualifying employees shall be entitled to ten (10) paid sick leave. If your hire date is mid year or otherwise, your entitlement to sick days shall be pro-rated for the first calendar year.
- 3. Sick leave benefits will be paid at your regular rate of pay and must be used in $\frac{1}{2}$ day (4 hour) increments.
- 4. Sick leave is accumulative from year to year up to a cap of ninety (90) days.
- 5. All sick leave benefits will be forfeited if the employee resigns or is discharged.
- 6. In order to be eligible for sick leave benefits, you must notify your Principal or Immediate Supervisor of your illness one-half (1/2) hour prior to the start of each workday you will miss. Sick leave may not be used for vacation purposes. A doctor's slip may be required prior to the payment of sick leave benefits for five (5) days or more.
- 7. Upon returning to work from a sick leave absence, an employee may be required to provide a physician's verification that he or she may safely return to work. The organization may require verification of illness through a health care provider of its own choosing and at the organizations expense.
- 8. Upon returning to work from a sick leave absence where a physician's note is not required, the staff is required to submit the sick leave form to their Principal or Immediate Supervisor within three (3) days of returning back to work. If this time frame isn't met, the sick leave absence may not be paid.
- Paid sick leave may be used in minimum increments of one-half day. Eligible employees
 may use sick leave benefits for an absence due to their own illness or injury or that of a
 family member who resides in the employee's household.

Please note that the organization does not provide for Short-Term Disability other than through this policy. Sick or other paid time off must be utilized under these circumstances until Long-Term Disability is available per the plan documents.

Personal Time Off

The organization provides for additional time off outside of the standard vacation schedule.

Advisors and Administrative staff will be given two (2) paid personal days off during the school year. The Personal Time off schedule will begin each July 1 and end on June 30 for Administrative Staff. The Personal Time schedule will begin each August 1 and end on July 31 for Advisors.

Upon your return from a Personal Day off, you must submit the time off form to your Principal or Immediate Supervisor within three (3) days of returning to work. If your time off slip isn't turned in

within the three day time frame, you will not be paid for the time off. Personal time will be paid at a minimum of ½ day (4 hour) increments.

Personal time is not carried over from year to year if the time is not used within the contract year.

401K Plan

Eligible employees will be able to participate in the organizations 401K Plan. The plan will allow participating employees to put away dollars pre-taxed for retirement. Please see Benefits Administrator at Axios for eligibility requirement and details.

Government Required Coverage

Worker's Compensation

The Michigan Worker's Compensation Law is a no-fault insurance plan which is supervised by the state and one hundred percent (100%) paid for by the organization. This law was designed to provide you with benefits for any injury which you may suffer in connection with your employment. Under the provisions of the law, if you are injured while at work, you are eligible to apply for Worker's Compensation. The organization aggressively manages claims and provides for light duty work to help employees return to productive work as soon as is possible.

Unemployment Compensation

The organization pays a percentage of its payroll to the Unemployment Compensation Fund according to the organization's employment history. If you become unemployed, you may be eligible for unemployment compensation, under certain conditions, for a limited period of time. Unemployment compensation provides temporary income for workers who have lost their jobs. To be eligible you must have earned a certain amount and be willing and able to work. The organization aggressively manages claims to help employees return to productive work as soon as is possible.

Social Security

The United States Government operates a system of contributory insurance known as Social Security. As a wage earner, you are required by law to contribute a set amount of your weekly wages to the trust fund from which benefits are paid. As your employer we are required to deduct this amount from each paycheck you receive. In addition, the organization matches your contributions dollar for dollar, thereby paying one-half of the cost of your Social Security benefits.

Employee Safety, Security & Health

Employee Safety

The Organization will provide a safe and healthy work environment for all employees. Employees are expected to comply with all safety requirements whether established by management or by federal, state, or local law. Any safety violation or any accidents resulting in injuries to employees should be reported immediately to management. Safety equipment must be used at all times. Employees are responsible to:

- Know and follow all safety rules established for your site, department and job task.
- Promptly report any unsafe acts or conditions to your supervisor or organization.
- Work in such a way that ensures our safety as well as the safety of co-workers.
- Help fellow employees with safety requirements.
- Request help when unsure of how to perform a task safely.
- Use and maintain all safety devices and guards as provided.
- Properly use and maintain all tools under our control.
- Maintain physical and mental health conducive to working safely.
- Perform work in ways that will not imperil others.
- Do not leave unsafe conditions on any jobsite.
- Abide by the safety rules of each owner on their sites.
- Work in strict compliance with OSHA standards.

Accidents and Injuries

All accidents, whether or not resulting in personal injury, that you are involved in that arise out of or during the course of your employment, involving Organization vehicles or equipment, customer property, or people, no matter how trivial, must be reported immediately to your Supervisor or Assistant Superintendent with as much information as possible.

If necessary, in instances of personal injury, your Supervisor will see that medical attention is administered. Your Supervisor should also be notified if you become sick while at work and you will be given necessary assistance in these situations.

Any injuries you sustain in recreational activities on Organization or client property, regardless of when such activities are conducted, are your sole responsibility. The Organization assumes no responsibility for any such injuries.

Housekeeping

All employees are expected to maintain their work area in a neat and orderly manner. Desktops should be cleaned off each evening, and excess clutter stored in drawers, etc.

Coffee and soft drinks are permitted at your desk. Empty cups, cans, etc., should be cleaned and removed each evening, and all food and eating confined to food areas provided at each facility.

In our business, good housekeeping is the daily responsibility of each employee. Without a well-kept office, workflow is inhibited and our public image suffers significantly. Please keep your desk and surrounding work area neat, clean, organized, and free of articles that clutter your area.

Good housekeeping reflects business professionalism, and your cooperation in such efforts is expected.

Substance Abuse Policy

The organization recognizes that alcohol and drug abuse in the work place have become major concerns. We believe by reducing drug and alcohol abuse we will improve the safety, health and productivity of team members.

The use, possession, sales, transfer, delivery, purchase or being under the influence of alcoholic beverages, illegal drugs or other intoxicants by team members at any time on organization premises or while on organization business is prohibited. The illegal use of any drug, narcotic or controlled substance is prohibited. Team members must not report for duty or be on organization property while under the influence of, or have in their possession any alcoholic beverage, marijuana or illegally obtained drug, narcotic or other illegal substance.

The Organization reserves the right to send a team member in for drug testing or alcohol testing at any time if the team member is suspected of drug use. Conditional new hires will be required to have a drug test within the first five days of employment. In addition, the Organization reserves the right to do universal drug testing at random and reserves the right to terminate any team member found with a positive drug test. If an accident or safety incident occurs during work, the team member will be required to take a drug test and alcohol test.

Confirmation of any use as listed above is not tolerated and will result in immediate discharge.

An employee who is taking drugs prescribed by a licensed physician who may diminish his/her ability to work safely must inform a member of management at the Organization prior to beginning work. For safety reasons, such an employee may be required to perform duties other than those scheduled to be assigned or take a leave of absence rather than be permitted to work under the influence of prescribed medication.

Also, pursuant to the Drug Free Workplace Act of 1988, you must notify the Organization of any criminal drug statute conviction for a violation occurring in the course of employment. This notification must be given within five (5) days after such conviction.

All employees must abide by the terms of this Substance Abuse Policy if they are to remain employees of the Organization. FOR EVERYONE'S HEALTH AND SAFETY, PLEASE HELP US MAINTAIN A DRUG AND ALCOHOL-FREE WORK ENVIRONMENT.

Material Safety Data Sheets

Material Safety Data Sheets (MSDS) are located at the main office and may be looked at as requested.

Organization Security

The Organization will assist its employees in safeguarding their personal property while at work. However, the Organization cannot assume responsibility for the personal belongings of its personnel.

All employees and their possessions will be subject to search, surveillance, and interrogation whenever the Organization feels such action must be taken to maintain security or protect its property. These activities will be conducted only when deemed reasonably necessary by the Organization and will be handled in as discreet a manner as possible to avoid personal embarrassment.

Workplace Violence Prevention

The Organization is committed to offering employees an environment free from violence. Therefore, we enforce a clear policy of zero-tolerance for all forms of violence in our workplace including, but not limited to: physical assault, verbal or nonverbal threats or intimidation, possession of any type of

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weapon (concealed or otherwise), destruction or defacing of Organization property, and the use of profanity or threatening abusive language, stalking or intimidation. The Organization will determine, in its discretion, whether an act is violent or not.

It is important that every employee understand that there is no such thing as an idle threat. The Organization will interpret any threatening statement or gesture as "intent to carry it out" and will not accept as a defense that an employee was "only joking or fooling around."

After investigation, anyone who is found to have engaged in an act of violence will be disciplined up to and including discharge. All violence allegations will be thoroughly investigated on a case-by-case basis as promptly as practical. The Organization will take the appropriate corrective action as warranted by such investigation. All violence complaints will be handled in as confidential a manner as possible, consistent with resolution of the problem.

Also, if an employee feels they are in danger of a violent act, they must inform management or Human Resources so that the Organization can take any necessary precautions.

Concealed Weapons Policy

The organization strictly prohibits possession of weapons of any type on all Organization and Client property (including leased properties), including guns, both concealed and visible, and without regard to the validity of any permits. Also included are knives, explosives or any other deadly object.

The organization reserves the right to search a person, vehicle, or other locations on Organization or Client property when there is cause for suspicion.

Violators are subject to termination of employment, criminal prosecution or any combination of sanctions.

Fire, Tornado & Emergency

Employees are required to comply with posted fire, tornado, and emergency policies.

Should evacuation of the building be necessary, employees shall follow instructions for evacuation procedures as established by the academy safety program. Employees are responsible for familiarizing themselves with all building exits and safe areas.

In addition, the school has emergency procedures in place should a lock down be necessary. Employees shall follow instructions for these procedures as established by the academy safety program. Employees are responsible for familiarizing themselves with these procedures.

Smoking

By state law, smoking will not be permitted on organization property.

Personal Electronics

Radios, tape decks, CD or MP3 players, etc. may be played during working hours but the volume should be kept so as not to disturb or distract other employees. Management reserves the right to restrict this use as necessary to ensure an appropriate work and/or learning environment.

Emergency Closings

At times, emergencies such as severe weather, power failures, etc., can disrupt the academy's operations. In extreme cases, these circumstances may require the academy to close. In the event that such an emergency occurs during non-working hours, employees will be notified by the academy's established emergency notification procedure.

School personnel are expected to report to school unless notified by the school leader that the day is a non-contract day. In that event, school staff will be credited the day and the day will be added to the school calendar or to professional development as needed at the conclusion of the school year.

Security Inspections

Desks, lockers, and other storage devices may be provided for your convenience but remains the sole property of the Organization. Accordingly, they as well as any articles found within them, can be inspected by any agent or representative of the Organization at any time, either with or without notice.

Additional Information

Licensing

Depending on the nature of the position, a teachers' certificate/license, chauffeur's or CDL license may be required. If the employee requires a specific license, the employee will be expected to abide by and follow all rules and regulations associated with that licensing.

Membership Dues

The Organization may provide reimbursement of your expenses for membership in professional organizations. You should discuss these needs with your supervisor prior to making a commitment of expenditures.

Meetings Outside Of the Office

Employees leaving the office for a period of time during the day, or for more than one day, must leave information where they can be reached. Employees should leave the name of the organization, phone number, and if possible, the name of the person with whom they will be meeting. Employees who plan to visit several organizations should try to give their team members a general timetable of their schedules with corresponding locations and telephone numbers where they can be reached. This is very important in cases of emergencies. This information is also needed if an employee will be out of the office for personal business.

Mileage Reimbursement

Employees are reimbursed at the current IRS rate for mileage when using personal vehicles for authorized organization business upon approval from management.

Parking

You must park in employee designated parking areas. Handicapped, visitor parking spaces & fire lanes must remain free for their intended use. Damage to employee vehicles (for any reason) is the responsibility of the employee.

Solicitations

In an effort to assure a productive and harmonious work environment, persons not employed by the organization may not solicit or distribute literature in the workplace at any time for any purpose.

The organization recognizes that employees may have interests in events and organizations outside the workplace. However, employees may not solicit or distribute literature concerning these activities during work time. Work time does not include lunch periods, work breaks, or any other periods in which employees are not on duty.

In addition, the posting of written solicitations on organization bulletin boards is restricted. If employees have a message of interest to the workplace, they may submit it to their supervisor for approval.

One Last Reminder

This Employee Handbook does not include all of the rules and regulations applicable to the Organization employees and is subject to interpretation and application within the sole discretion of the Organization based upon the facts of each particular case, including the right not to follow the Handbook where deemed appropriate by an officer of the Organization.

The Organization reserves the right to make any changes to this Employee Handbook including the right to modify or delete any rule, job assignment or requirement, policy or benefit.

This Employee Handbook is not a contract for a specific term of employment, guarantee of benefits, working conditions or privileges of employment, and does not alter the at-will employment relationship between the Organization and all employees as set forth above.

Quick Reference Guide

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Suite 200
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616-949-2525
616-954-2824 (Fax)
(866) 808-9001 (Toll Free)

proemployerpayroll@axiosincorporated.com

Payrol!

Compensation Questions

Talk with your Supervisor

Employment Verification;

W-2 Information; Paycheck Questions

616-949-2525

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Human Resources

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jsanford@axiosincorporated.com

ext. 116

proemployerpayroll@axiosincorporated.com

Benefits

Blue Cross/Blue Shield

Customer Service

Check back of card for

www.bcbsmi.com current phone number.

Vision Service Plan

Customer Service

1-800-877-7195

www.vsp.com

Guardian Dental

Customer Service

1-800-541-7846

www.glic.com

401(k)

How the plan works

John Sanford

616-949-2525

jsanford@axiosincorporated.com

Account Information Change in Investment

www.jhpensions.com

Harassment

Questions

John Sanford

616-949-2525

jsanford@axiosincorporated.com

proemployerpayroll@axiosincorporated.com

Vice President of Operations

Axios Inc.

Ann Hayes

616-949-2525

Professional Employer Division

Till Hayes

ahayes@axiosincorporated.com

Notes:

EMPLOYEE ACKNOWLEDGMENT FORM

I acknowledge receipt of the University Preparatory Academy Science & Math / Axios Incorporated Employee Handbook edition noted below.

The employee Handbook describes important information about the Organization, and I understand that I should consult the Assistant Superintendent or Human Resource Department regarding any questions not answered in the Handbook. In consideration of my employment with the Organization I agree to conform to the rules and policies of the Organization. I have entered into my employment relationship with the Organization voluntarily and acknowledge that there is no specified length of employment. I UNDERSTAND THAT MY EMPLOYMENT WITH THE COMPANY IS AT-WILL WHICH MEANS THAT EITHER I OR THE COMPANY CAN TERMINATE THE RELATIONSHIP AT ANY TIME, WITH OR WITHOUT CAUSE, AND WITH OR WITHOUT NOTICE. I understand that I can not rely upon any oral representations to the contrary and that only a separate written agreement which specifies the term of employment and which is signed by the President of the Organization shall modify my at-will employment status.

Since the information, policies, and benefits described herein are necessarily subject to change, I acknowledge that revisions to the Handbook may occur, except to the Organization policy of employment-at-will. All such changes will be communicated through official notices, and I understand that revised information may supersede, modify, or eliminate existing policies.

Furthermore, I acknowledge that this Handbook is neither a contract of employment nor a legal document. I have received the Handbook, and I understand that it is my responsibility to read and comply with the policies in this Handbook and any revisions made to it.

| EMPLOYEE'S NAME (PRINTED): | |
|----------------------------|--|
| EMPLOYEE'S SIGNATURE: | |
| DATE: | |

Axios Updated: February 2008
University Preparatory Academy Science & Math Updated: August 2008

[I UNDERSTAND THAT A SIGNED COPY OF THIS ACKNOWLEDGEMENT WILL BE KEPT IN MY PERSONNEL FILE.]

Employee Handbook

Page 40

SCHEDULE 8-4

FISCAL AGENT AGREEMENT

The Fiscal Agent Agreement is attached.

FISCAL AGENT AGREEMENT

This Agreement is part of the Contract issued by the Grand Valley State University Board of Trustees ("University Board"), an authorizing body as defined by the Revised School Code, as amended (the "Code"), to the Public School Academies of Detroit, an urban high school academy ("Academy").

Preliminary Recitals

WHEREAS, pursuant to the Code and the Contract, the University Board, as authorizing body, is the fiscal agent for the Academy, and

WHEREAS, the University Board is required by law to forward any State School Aid Payments received from the State of Michigan ("State") on behalf of the Academy to the Academy,

NOW, THEREFORE, in consideration of the premises set forth below, the parties agree to the following:

ARTICLE I

DEFINITIONS AND INTERPRETATIONS

Section 1.01. <u>Definitions</u>. Unless otherwise provided, or unless the context requires otherwise, the following terms shall have the following definitions:

"Account" means an account established by the Academy for the receipt of State School Aid Payments at a bank, savings and loan association, or credit union which has not been deemed ineligible to be a depository of surplus funds under Section 6 of Act No. 105 of the Public Acts of 1855, being Section 21.146 of the Michigan Compiled Laws.

"Agreement" means this Fiscal Agent Agreement.

"Fiscal Agent" means the University Board or an officer or employee of Grand Valley State University as designated by the University Board.

"Other Funds" means any other public or private funds which the Academy receives and for which the University Board voluntarily agrees to receive and transfer to the Academy.

"State School Aid Payment" means any payment of money the Academy receives from the State School Aid Fund established pursuant to Article IX, Section 11 of the Michigan Constitution of 1963 or under the State School Aid Act of 1979, as amended.

"State" means the State of Michigan.

"State Treasurer" means the office responsible for issuing funds to urban high school academies for State School Aid Payments pursuant to the School Aid Act of 1979, as amended.

Section 1.02. Fiscal Agent Agreement Incorporated into Contract; Use of Contract Definitions. This Fiscal Agent Agreement shall be incorporated into and is part of the Contract issued by the University Board to the Academy. Terms defined in the Contract shall have the same meaning in this Agreement.

ARTICLE II

FISCAL AGENT DUTIES

Section 2.01. Receipt of State School Aid Payments and Other Funds. The University Board is the Fiscal Agent for the Academy for the limited purpose of receiving State School Aid Payments. By separate agreement, the University Board and the Academy may also agree that the University Board will receive Other Funds for transfer to the Academy. The Fiscal Agent will receive State School Aid Payments from the State, as provided in Section 3.02.

Section 2.02. <u>Transfer to Academy</u>. Except as provided in the Contract, the Fiscal Agent shall transfer all State School Aid Payments and all Other Funds received on behalf of the Academy to the Academy within ten (10) business days of receipt or as otherwise required by the provisions of the State School Aid Act of 1979 or applicable State Board rules. The State School Aid Payments and all Other Funds shall be transferred into the Account designated by a resolution of the Board of Directors of the Academy and by a method of transfer acceptable to the Fiscal Agent.

Section 2.03. <u>Limitation of Duties</u>. The Fiscal Agent has no responsibilities or duties to verify the Academy's pupil membership count, as defined in the State School Aid Act of 1979, as amended, or to authorize, to approve or to determine the accuracy of the State Aid School Payments received on behalf of the Academy from the State Treasurer. The duties of the Fiscal Agent are limited to the receipt and transfer to the Academy of State School Aid Payments and Other Funds received by the Academy. The Fiscal Agent shall have no duty to monitor or approve expenditures made by the Academy Board.

Section 2.04. Academy Board Requests for Direct Intercept of State School Aid Payments. If the Academy Board directs that a portion of its State School Aid Payments be forwarded by the Fiscal Agent to a third party account for the payment of Academy debts and liabilities, the Academy shall submit to the University Charter Schools Office: (i) a copy of the Academy Board's resolution authorizing the direct intercept of State School Aid Payments; and (ii) a copy of a State School Aid Payment Agreement and Direction document that is in a form and manner acceptable to the Fiscal Agent. No State Aid Payment Agreement and Direction document shall be effective until it is acknowledged by the University President.

ARTICLE III

STATE DUTIES

Section 3.01 <u>Eligibility for State School Aid Payments</u>. The State, through its Department of Education, has sole responsibility for determining the eligibility of the Academy to receive State School Aid Payments. The State, through its Department of Education, has sole responsibility for determining the amount of State School Aid Payments, if any, the Academy shall be entitled to receive.

Section 3.02. Method of Payment. Each State School Aid Payment for the Academy will be made to the Fiscal Agent by the State Treasurer by issuing a warrant and delivering the warrant to the Fiscal Agent by electronic funds transfer into an account specified by the Fiscal Agent, or by such other means deemed acceptable to the Fiscal Agent. The State shall make State School Aid Payments at the times specified in the State School Aid Act of 1979, as amended.

ARTICLE IV

ACADEMY DUTIES

Section 4.01. <u>Compliance with State School Aid Act</u>. In order to assure that funds are available for the education of pupils, an Academy shall comply with all applicable provisions of the State School Aid Act of 1979, as amended.

Section 4.02. Expenditure of Funds. The Academy may expend funds that it receives from the State School Aid Fund for any purpose permitted by the State School Aid Act of 1979 and may enter into contracts and agreements determined by the Academy as consistent with the purposes for which the funds were appropriated.

Section 4.03. <u>Mid-Year Transfers</u>. Funding for students transferring into or out of the Academy during the school year shall be in accordance with the State School Aid Act of 1979 or applicable State Board rules.

Section 4.04. <u>Repayment of Overpayment</u>. The Academy shall be directly responsible for reimbursing the State for any overpayments of State School Aid Payments. At its option, the State may reduce subsequent State School Aid Payments by the amount of the overpayment or may seek collection of the overpayment from the Academy.

Section 4.05. <u>Deposit of Academy Funds</u>. The Academy Board agrees to comply with Section 1221 of the Revised School Code, being MCL 380.1221, regarding the deposit of State School Aid Payments and Other Funds received by the Academy.

ARTICLE V

RECORDS AND REPORTS

Section 5.01. <u>Records</u>. The Fiscal Agent shall keep books of record and account of all transactions relating to the receipts, disbursements, allocations and application of the State School Aid Payments and Other Funds received, deposited or transferred for the benefit of the Academy, and these books shall be available for inspection at reasonable hours and under reasonable conditions by the Academy and the State.

Section 5.02. Reports. The Fiscal Agent shall prepare and send to the Academy within thirty (30) days of September 1, 2009, and annually thereafter, a written report dated as of August 31 summarizing all receipts, deposits and transfers made on behalf or for the benefit of the Academy during the period beginning on the latter of the date hereof or the date of the last such written report and ending on the date of the report, including without limitation, State School Aid Payments received on behalf of the Academy from the State Treasurer and any Other Funds which the University Board receives under this Agreement.

ARTICLE VI

CONCERNING THE FISCAL AGENT

Section 6.01. <u>Representations</u>. The Fiscal Agent represents that it has all necessary power and authority to enter into this Agreement and undertake the obligations and responsibilities imposed upon it in this Agreement and that it will carry out all of its obligations under this Agreement.

Section 6.02. <u>Limitation of Liability</u>. The liability of the Fiscal Agent to transfer funds to the Academy shall be limited to the amount of State School Aid Payments as are from time to time delivered by the State and the amount of Other Funds as delivered by the source of those funds.

The Fiscal Agent shall not be liable for any action taken or neglected to be taken by it in good faith in any exercise of reasonable care and believed by it to be within the discretion or power conferred upon it by this Agreement, nor shall the Fiscal Agent be responsible for the consequences of any error of judgment; and the Fiscal Agent shall not be answerable except for its own action, neglect or default, nor for any loss unless the same shall have been through its gross negligence or willful default.

The Fiscal Agent shall not be liable for any deficiency in the State School Aid Payments received from the State Treasurer to which the Academy was properly entitled. The Fiscal Agent shall not be liable for any State School Aid overpayments made by the State Treasurer to the Academy for which the State subsequently seeks reimbursement.

Acknowledgment of Receipt

The undersigned, on behalf of the State of Michigan, Department of Treasury, acknowledges receipt of the foregoing Fiscal Agent Agreement that is part of the Contract issued by the University Board to the Academy.

RY

Joseph L. Fielek, Director Bureau of Bond Finance

Michigan Department of Treasury

Date: 1 an 3 2008

LAN01\148342.1 ID\LCW

METHODS OF ACCOUNTABILITY AND PUPIL ASSESSMENT

The Academy will systematically assess student growth in the following areas: English Language Arts, Mathematics, Science, Social Studies, Learning Habits and Responsibilities and Wellness.

Teachers, mentors and others will collect data at the public exhibitions students present at the end of each quarter. These presentations will provide information about student achievement in reading, writing, speaking, listening, and learning habits and responsibilities. Learning habits are demonstrated by the planning and execution of projects, internalization of performance standards, etc.

Criterion and norm referenced tests will also be key elements in the Academy's assessment system.

Students will take the following tests:

- MEAP
- SRI—Scholastic Reading Inventory
- Benchmark Assessments—Running Records
- MAP—Measures of Academic Progress
- ACT Explore Test

A structured view of testing at the Academy is as follows:

English/Language Arts

- Analysis of running records, writing portfolios, and participation in Morning Meetings/Advisory;
- Review of progress vis-à-vis grade level outcomes at quarterly Individualized Learning Team meetings;
- MEAP Reading Test;
- MEAP Writing Test;
- MAP
- ACT Explore Test;
- Grade Level Content tests each year; and
- Scholastic Reading Inventory (SRI).

Math

- Teacher observations and interviews;
- Daily quizzes;
- End of unit tests;
- MEAP Math Test;
- MAP;
- Grade Level Content tests each year; and
- ACT Explore Test.

Science

- Teacher observations and interviews;
- End of unit tests;
- MEAP Science Test;
- MAP; and
- ACT Explore Test.

Social Studies

- Teacher observations and interviews;
- End of unit tests; and
- MEAP Social Studies Test.

DETROIT 38030-2 1162461

METHODS OF ACCOUNTABILITY AND PUPIL ASSESSMENT

UPSM Elementary Methods of Accomplishment and Pupil Assessment

UPSM Elementary School will be among the most rigorous schools in the region. Its students will go on to UPSM Middle School and, subsequently, to UPSM High School if they are interested in a STEM program. They will be well prepared to take on the demands of high school, graduate and attend highly competitive colleges and universities.

One of UPSM's goals is that once at UPSM High School, at least 90 percent of those students will graduate. At least 90 percent of those graduates will enroll in post-secondary education. Within the first three graduating classes, UPSM students will achieve an average ACT score of at least 24, putting them among the top 10 performing high schools in the tri-county region.

And, perhaps the most ambitious goal of all is the "Third 90"—at least 90 percent of UPSM's graduates enrolled in post-secondary studies will complete their course of study within six years.

In addition, UPSM Elementary School has spelled out the following expectations:

Goal 1: Within five years, UPSM Elementary School will ensure that seventy-five

percent of all students will meet or exceed Michigan standards on the Michigan Educational Assessment Program (MEAP) in all content areas

tested at each tested grade level.

Goal 2: Students will be prepared to take on a rigorous college prep program

course of study, such as AP or IB upon entry to UPSM High School in the

ninth grade.

Non-Academic (Behavioral) Goals

Goal 1: Daily student attendance will exceed 90 percent.

Goal 2: A 90 percent student retention rate will be maintained each year.

Goal 3: Daily staff attendance will exceed 95 percent.

Goal 4: A minimum of 90 percent of parents/guardians will attend two or more

parent conferences/learning team meetings.

Goal 5: Parent and community satisfaction with the instructional program and staff

will exceed 90 percent each year.

Goal 6: Students will embrace a culture of achievement, embody a solid work

ethic, produce high quality products comparable to the best suburban

schools and carry themselves in a positive and professional manner at school and in the community.

BLOOMFIELD 38030-1 1200047v2

ACADEMY ADMISSION POLICIES AND CRITERIA

See attached Admission Policy and Criteria.

Public School Academies of Detroit (PSAD) Enrollment Guidelines & Admission Policies for the 2010-2011 School Year

A public lottery for each grade offered at each PSAD school will be held at each PSAD district when there are more applicants than openings for that particular PSAD school to assign seats to new students and to assign the order of the waitlist for any new seats that become available. Siblings of students returning for the 2010-2011 school year and newly accepted students for the 2010-2011 school year will be given priority for admission in the order detailed below.

The priorities for admissions will be conducted in the following order:

Priority 1: Siblings* of 2010 Graduates and Students Returning for the 2010-2011 School Year

Siblings of students returning for the 2010-2011 year are given 1st priority to their siblings PSAD district. If there are more of these siblings than classroom spaces available in a given grade, the PSAD School will hold a random selection lottery for the classroom spaces from among the siblings in that grade. The remaining siblings will be placed on the waitlist based on the number they receive in the sibling random selection process ("Lottery") as long as they submitted an application during the open enrollment period. Note: Sibling priority does not range across PSAD districts.

Priority 2: PSAD Transfer Students

Any student enrolled in the 8th, 9th, or 10th grade at any PSAD School in the preceding school year will be given transfer student priority (priority 2) provided there is sufficient classroom space available. Transfer student priority is given in the following manner: students enrolled in a PSAD School the previous academic year who apply for the 9th, 10th, or 11th grade during open enrollment to the school they wish to transfer to will receive second priority. Each PSAD School will hold a Lottery for transfer students in that grade. These students will be placed on the waitlist below the priority 1 students based on the number they receive in the transfer student Lottery. Students who are transferring between University Preparatory Academy and University Prep Science & Math must declare in which system they wish to enroll for the 2010-11 school year by the school decision deadline date. University Preparatory Academy and University Prep Science & Math will not accept such transfer students for enrollment in the 2010-2011 school year after the school decision deadline.

Priority 3: Children of Persons employed at PSAD schools or Children of PSAD Board of Directors
These children (including by Michigan law all adopted children or legal wards) are placed behind Priority 2 students
based on the number they receive in the Lottery as long as they submitted an application during the open enrollment
period.

Priority 4: Siblings* of Newly Accepted Students

Siblings of newly accepted students (students who are accepted for enrollment for the 2010-2011 school year) are placed behind Priority 3 students based on the number they receive in the Lottery on the waitlist within the same district their sibling was accepted as long as they submitted an application during the open enrollment period. Note: a sibling in one PSAD district does not provide a basis for sibling priority in another PSAD district.

NOTE: Any sibling that DOES NOT submit an application during open enrollment will NOT be given sibling preference.

Priority 5: New Applicants with No Siblings at the PSAD district in which they are applying Students who apply during open enrollment but do not win a seat in the Lottery and who do not have a sibling at the PSAD district in which they are applying will be placed on the waitlist based on the number they received in the lottery below priority 4 students.

Priority 6: Applicants Applying After Open Enrollment

Students who apply after open enrollment (all applications received after the deadline date) will be placed on the wait list behind the Priority 1, 2, 3, 4, and 5 applicants based on the date and time their application is received. This includes siblings that submit applications after the deadline date.

*Sibling Determination-Siblings who receive preference include:

- a Full siblings (children who share the same mother and father) regardless of whether the full siblings live in the same household
- b Step-siblings/half-siblings who live in the same household. Step-siblings and half-siblings who DO NOT live in the same household DO NOT receive the preference.

^{**}They must live in the same household at the time they apply. If the student moves in with their sibling they need to reapply at that time and the old application is deleted. The parent may be asked to supply some sort of proof of residence for the student

Public School Academies of Detroit (PSAD) Enrollment Guidelines & Admission Policies for the 2010-2011 School Year

1.) Purpose

The purpose of this policy is to outline the enrollment policy and process for the Public School Academies of Detroit ("PSAD") for the enrollment of students into its urban academies. Grand Valley State University Board of Frustees ("University Board") has authorized PSAD under Part 6c of the Revised School Code to operate one or more urban academies, including but not limited to University Preparatory Academy, University Prep Science and Math, and Henry Ford Academy. School for Creative Studies schools (individually a "PSAD School" or collectively "PSAD Schools").

2.) Open Enrollment Dates

Open Enrollment will last the duration of one month. Applications can be picked up from each of the school campuses between 8 00am and 4:00pm on school days or on their website. All applications must be received by 4:00pm on the last day of Open Enrollment, the dead line date, in order to be considered for the random selection process ("Lottery.")

3.) Re-enrollment of current students

Students currently enrolled in any PSAD school in the preceding school year will be automatically admitted for the next school year to that same PSAD district.

4.) PSAD Transfer Students

Any student enrolled in the 8th, 9th, or 10th grade at any PSAD School in the preceding school year will be given transfer student priority (priority 2) provided there is sufficient classroom space available. Transfer student priority is given in the following manner: students enrolled in a PSAD School the previous academic year who apply for the 9th, 10th, or 11th grade during open enrollment to the school they wish to transfer to will receive second priority. Each PSAD School will hold Lottery for the classroom spaces from among the transfer students in that grade. These students will be placed on the waitlist below the priority I students based on the number they receive in the transfer student Lottery. Students who are transferring between University Preparatory Academy and University Prep Science & Math must declare in which system they wish to enroll for the 2010-11 school year by the school decision deadline date. University Preparatory Academy and University Prep Science & Math will not accept such transfer students for enrollment in the 2010-2011 school year after the school decision deadline.

5.) Siblings who receive preference include:

Siblings of currently enrolled students receive the 1st priority in enrollment with Siblings of newly accepted students receiving 4th priority. See Enrollment Guidelines (reverse) for more information regarding sibling priority.

6.) Children of Persons Employed at a PSAD School & PSAD Board of Directors

Children of persons working at PSAD schools and children of PSAD board of directors who apply during open enrollment receive third priority before the Lettery. If there are more children of persons working at a PSAD School and PSAD board of directors applying than classroom spaces available in a given grade, the PSAD school will hold a Lottery which will include these children and all other applicants. The children will be put on the wartlist for that grade in the order of random selection number received, just below the 2nd priority students.

7.) Enrollment for under-subscribed grades/sibling preference

Priority I students will be automatically admitted for the next school year to each grade that does not reach full enrollment by the Deadline Date.

Transfer students have the next priority in enrollment. If Full Enrollment for a particular grade is not reached by the Deadline Date.

PSAD will continue to receive applications for that grade level as long as necessary to complete Full Enrollment. Applications received after the Deadline Date will be enrolled in order of receipt.

8.) Enrollment for over-subscribed grades

Students will be selected for admission by random lottery for each grade that exceeds Full Enrollment if their applications were received by the Deadline Date. Applications received after the Deadline Date for each grade that has reached Full Enrollment will be added to the official waiting list in the order in which they are received. Kindergarten students must attain the age of five (5) years on or before December 1st of the year for which they are applying, to be eligible for the Lottery.

9.) Lottery

A random selection process is required if the number of applications exceeds the number of available spaces. Prior to the application period, the PSAD School shall do the following: (1) establish written procedures for conducting a random selection process; (2) establish the maximum number of spaces available per grade or grouping level.; (3) establish the date, time, place and person to conduct the random selection process; and (4) notify the University Board Charter Schools Office of both the application period and the date of the Lottery, if needed. The University Board Charter Schools Office may have a representative on-site to monitor the random selection process. The PSAD School shall use a credible, neutral "third party" such as a CPA firm, government official, ISD official or civic leader to conduct the Lottery. Further, the PSAD School shall conduct the random selection process at a public meeting where parents, community members and the public may observe the process; and use a system that guarantees faimess and does not give an advantage to any applicant.

The PSAD School shall notify applicants not chosen in the random selection process that they were not selected and that their name has been placed on the PSAD school's official waiting list for openings that may occur during the academic year. Students shall appear on the official waiting list in the order they were selected in the random selection process.

10.) Record of enrolled students

As students are selected for admission, their names will be recorded on the Chart of Admitted students.

11.) School Decision Deadline

Parents of students that applied to University Preparatory Academy and University Prep Science & Math school districts and are accepted to either school, must choose which school they wish to attend by the School Decision Deadline. Students already enrolled the previous school year in either district will be considered applicants to that system for the coming school year. Declaring their school choice automatically moves that student off of the waitlist or acceptance list of the district they do not choose. Having declared their school choice, a family will not be eligible to transfer their child to the other system until the following school year via that system's open enrollment and lottery process. This does not apply to students accepted at HFA:SC'S.

12.) Enrollment Requirements

- PSAD shall not discriminate on the status as a handicapped person or any other basis that would be illegal for an existing school district.
- PSAD shall provide for the education of its pupils without discrimination as to religion, creed, race, sex, color or national origin.
 The Academy shall comply with all state and federal civil rights laws.
- PSAD shall not charge tuition (but may charge fees in the same manner as existing public schools).
- PSAD shall not enroll any student who is not a resident of this state, except a foreign exchange student
- PSAD shall comply with all state and federal laws applicable to public schools concerning church-state issues.
- PSAD may establish a policy providing enrollment priority to enrolled pupils of a PSAD School, siblings of currently enrolled pupils, children of a person who is employed by or at a PSAD School, or children of PSAD Board Members (See priority on reverse side).
- PSAD shall provide legal notice indicating Open Enrollment for each PSAD school in a local newspaper.

SCHOOL CALENDAR AND SCHOOL DAY SCHEDULE

The Academy School Calendar will have 190 days from September to June. Students will attend a mandatory summer "camp" for sixteen days. The summer session will provide for remediation, acceleration and retention.

The 2008-2009 calendar is attached.

The School Day Schedule is as follows:

| Time | Class | Comments |
|-------|--|---|
| 8:15 | Advisory | Relationship buildingInterest explorationPreparation for day |
| 9:00 | Humanities Block | Reading, writingCommunicationHistoryArt |
| | | Music |
| 11:00 | Math-Science Block | |
| 1:00 | Lunch | |
| 1:30 | Foreign Language & International Culture | |
| 2:30 | Physical Education | Includes health and hygiene |
| 3:30 | Tutorial/Enrichment | Could focus on reading, writing, and math; keeping up with assignments & projects |
| 4:30 | Dismissal | School is closed at this time; no staff meetings after school. Students can elect to go to after-school recreational program off site. No interscholastic athletic program. |



2008-2009

Wath Middle School

F

Professional Development - No School



Holiday - No School

| SEPTEMBER | | | | | | |
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| 22 | 23 | 24 | 25 | 26 | | |
| 29 | 30 | | | | | |

| OCTOBER | | | | | |
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| 20 | 21 | 22 | 23 | 24 | |
| 27 | 28 | 29 | 30 | 31 | |

| NOVEMBER | | | | |
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| 10 | 11 | 12 | 13 | 14 |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | | |

| DECEMBER | | | | | |
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| JANUARY | | | | | |
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| 26 | 27 | 28 | 29 | 30 | |

| FEBRUARY | | | | | |
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| MARCH | | | | | |
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| 2 | 3 | 4 | 5 | 6 | |
| 9 | 10 | 11 | 12 | 13 | |
| 16 | 17 | 18 | 19 | 20 | |
| 23 | 24 | 25 | 26 | 27 | |
| 30 | 31 | | | | |

| | | APRIL | | |
|----|----|-------|----|----|
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| MAY | | | | | |
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| JUNE | | | | | |
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| JULY | | | | | | | |
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| 13 | 14 | 15 | 16 | 17 | | | |
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| 27 | 28 | 1 | 2 | | | | |

Important dates:

First day of school - Tuesday, September 2 Last day of school - Friday, June 26th Summer school - July 6 through August 2

^{**}Calendar pending board approval.

Board Resolution 08-11 Middle School Calendar

Public School Academies of Detroit

Detroit, Michigan

Resolution of the Public School Academies of Detroit Board of Directors

Upon motion of:

Mr. Nicholson

Seconded by:

Mr. Bing

BE IT RESOLVED THAT,

The Public School Academies of Detroit Board approves the University Prep Science and Math ("UPSM") School Calendar (copy attached).

Secretary's Certification:

I certify that the Public School Academies of Detroit Board duly adopted the foregoing resolution at a properly noticed open meeting held on the 10th day of June, 2008, at which a quorum was present.

SCHOOL CALENDAR AND SCHOOL DAY SCHEDULE

UPSM Elementary School Day Schedule

UPSM Elementary School will have a seven hour school day from 8:30 a.m. to 3:30 p.m. and a 185-day school year through a balanced year-round schedule with three weeks off during winter and spring and a six week summer break.

K and 1st grade: 8:30-11:30 AM Advisory 11:30-12:00 Lunch 12:00-3:30 PM Advisory **2nd and 3rd grade:** 8:30-12:00 Advisory 12:00-12:30 Lunch 12:30-3:30 PM Advisory

4th and 5th grade: 8:30-12:30 AM Advisory 12:30-1:00 Lunch 1:00-3:30 PM Advisory

BLOOMFIELD 38030-1 1199931v2

AGE / GRADE RANGE OF PUPILS ENROLLED

The Academy will start out as a middle school and add additional pupils and grades consistent with requirements for an urban high school academy. The age and grade range of pupils enrolled in the Academy will be as follows:

| School Year | Age | <u>Grades</u> |
|-------------|-------|---------------|
| 2008-2009 | 11-13 | 6-7 |
| 2009-2010 | 11-14 | 6-8 |
| 2010-2011 | 11-15 | 6-9 |
| 2011-2012 | 11-16 | 6-10 |
| 2012-2013 | 11-17 | 6-11 |
| 2013-2014 | 11-18 | 6-12 |

^{*} The Academy is authorized by the University Charter Schools Office to offer/operate new grades July 1 of each school year.

AGE / GRADE RANGE OF PUPILS ENROLLED

UPSM Elementary Grade Range of Pupils Enrolled

UPSM will operate an elementary school with pupils and grades consistent with the requirements for urban high school academies. The grade range of pupils enrolled in the UPSM Elementary School will be kindergarten through fifth (K-5) grades.

BLOOMFIELD 38030-1 1199933v1

ADDRESS AND DESCRIPTION OF PROPOSED PHYSICAL PLANT; LEASE OR DEED FOR PROPOSED SITE; OCCUPANCY CERTIFICATE

A. Address and Description of the Central Administrative Office:

The Central Administrative Office is located at:

5100 John R. Detroit, MI 48202

See Description below.

B. Address and Description of the UPSM Middle School (Grades 6-8):

The UPSM Middle School is located at:

5100 John R. Detroit, MI 48202

Description: The Academy Middle School building is new construction attached to the Detroit Science Center at 5100 John R., Detroit, MI 48202. The facility is approximately 80,000 square feet with 65,000 square feet dedicated to the school and about 15,000 square feet split between The Detroit Science Center and shared school/Sciences Center uses. Site Plans, Floor plans, and building elevations are attached as **Exhibit A.**

The Detroit Science Center entered into a ground lease and joint use agreement with TEF Five, LLC, a single member limited liability company whose single member is the Thompson Educational Foundation. A copy of the Ground Lease and Joint Use Agreement and First Amendment to the Ground Lease and Joint Use Agreement are attached as Exhibit A. The Thompson Educational Foundation provided a limited guaranty to complete and timely perform TEF Five, LLC's obligations under the ground lease and joint use agreement. TEF Five, LLC subleases the premises to New Urban Learning, the educational management company of the Academy, for a nominal amount. A copy of the Sublease between TEF-Five and New Urban Learning is attached as Exhibit A. New Urban Learning will provide the premises at no additional expense to PSAD in conjunction with the management agreement.

Inspections and Certificates

Appropriate copies of inspection documents and certificates are attached as Exhibit A.

Certificates of Use and Occupancy

Copies of all use and occupancy certificates granting temporary or permanent occupancy for the Academy's High School facilities, identified in this Schedule, are automatically incorporated into the Contract upon receipt by the University Charter Schools Office as Exhibit A.

C. Address and Description of the UPSM High School (Grades 9-12):

The UPSM High School is located at:

2664 Franklin Street Detroit, MI 48207

Description: The Academy High School will be a renovated warehouse construction located between Chene Park and Stroh Place at 2664 Franklin Street, Detroit, MI 48207. The facility will be approximately 80,000 square feet with 20,000 square feet on each of three classroom floors and another 20,000 square feet on a newly constructed fourth floor where the gym, cafe, conference room, and terrace will be located. The UPSM High School includes the renovated building, improvements, parking lots, paved areas, driveways, ingress/egress and all fixtures, furnishings and equipment. Site plans, floor plans, and building elevations are attached as **Exhibit B**.

PSAD will enter into a lease with TEF Franklin L3C, LLC. TEF Franklin L3C is a two member limited liability company. The Thompson Educational Foundation is the managing member and majority interest of TEF Franklin L3C, LLC. New Urban Learning, Inc. is the second, minority member of TEF Franklin L3C, LLC. A copy of the draft lease is attached as **Exhibit B**.

Inspections and Certificates

Appropriate copies of inspection documents and certificates will be provided as they are obtained and the building is renovated and will be attached as **Exhibit B**.

Certificates of Use and Occupancy

Copies of all use and occupancy certificates granting temporary or permanent occupancy for the Academy's High School facilities, identified in this Schedule, are automatically incorporated into the Contract upon receipt by the University Charter Schools Office as **Exhibit B**.

2251 Antietam Detroit, MI 48207 Amend.9)

SCHEDULE 8-9

ADDRESS AND DESCRIPTION OF PROPOSED PHYSICAL PLANT; LEASE OR DEED FOR PROPOSED SITE; OCCUPANCY CERTIFICATE

UPSM Elementary Facility

D. Address and Description of the UPSM Elementary School (Grades K-5):

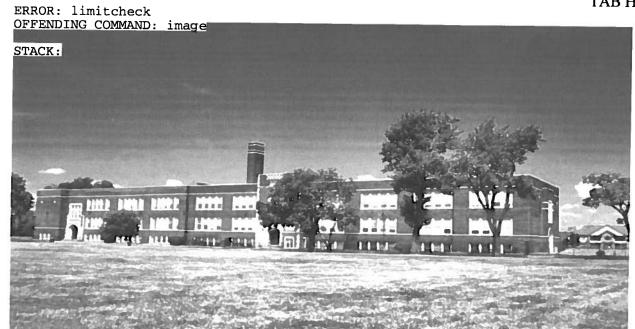
The UPSM Elementary School is located at:

2322 DuBois Detroit, Michigan 48207

Description: UPSM Elementary School will operate at the historic (former Detroit Public School) Miller School. UPSM Elementary School will share the same relationship as the rest of the district with the Thompson Educational Foundation (TEF). TEF purchased and renovated the building and will lease the facility at \$1 per year under a performance lease. The lease spells out specific educational performance requirements, including the 90-90 criteria and will be attached as **Exhibit C**.

Inspections and Certificates: Appropriate copies of inspection documents and certificates will be provided as they are obtained as the building is renovated and will be attached as **Exhibit C**.

Certificates of Use and Occupancy: Copies of all use and occupancy certificates granting temporary or permanent occupancy for the UPSM Elementary School facilities, identified in this Schedule, are automatically incorporated into the Contract upon receipt by the University Charter Schools Office as part of Exhibit C.



The floor plan has been developed in sync with the architect who designed UPSM Middle School and UPSM High School and is included here.

EXHIBIT A

FIRST AMENDMENT TO GROUND LEASE AND JOINT USE AGREEMENT TO UPDATE ADDRESS OF LEASED PREMISES

This First Amendment made and entered into as of this ____ day of September, 2009 (this "Amendment") by and between the DETROIT SCIENCE CENTER, Inc., a Michigan non-profit corporation (hereinafter referred to as the "Landlord"), whose address is 5100 John R. Street, Detroit, MI 48202, and TEF-FIVE, LLC, a Michigan limited liability company, whose address is P.O. Box 6349, Plymouth, Michigan, 48170 (hereinafter referred to as "Tenant"). Landlord and Tenant are sometimes individually referred to in this Lease as a "Party" and collectively as the "Parties".

RECITALS

WHEREAS, the Landlord and the Tenant have entered into a Ground Lease and Joint Use Agreement dated as of December 12, 2007 (as now and hereafter amended or modified from time to time, the "Agreement") under which Landlord agreed to lease to Tenant the specified premises for the rent set forth in the Agreement.

WHEREAS, the Landlord and the Tenant have agreed to amend the Agreement upon the terms and conditions provided herein to update the address of the leased premises.

NOW THEREFORE, for good and valuable consideration, the receipt of which is hereby acknowledged, the parties agree as follows:

- 1. The above Recitals are incorporated into and made a part of the Ground Lease and Joint Use Agreement.
- 2. The first paragraph of the Ground Lease and Joint Use Agreement is amended and restated in its entirety as follows:

This First Amendment made and entered into as of this 12th day of December, 2007 (this "Amendment") by and between the DETROIT SCIENCE CENTER, Inc., a Michigan non-profit corporation (hereinafter referred to as the "Landlord"), whose address is 5100 John R. Street, Detroit, MI 48202, and TEF-FIVE, LLC, a Michigan limited liability company, whose address is P.O. Box 6349, Plymouth, Michigan, 48170 (hereinafter referred to as "Tenant"). Landlord and Tenant are sometimes individually referred to in this Lease as a "Party" and collectively as the "Parties".

3. The address listed on the Legal Description of Mortgaged Land, attached as Exhibit "A" to the Certified Survey attached to the Ground Lease and Joint Use Agreement, is amended and restated as follows:

Commonly known as: 5100 John R. Street, Detroit, Michigan.

WITNESSES:

LANDLORD:

THE DETROIT SCIENCE CENTER, a Michigan non-profit corporation

TENANT:

TEF-FIVE, LLC, a Michigan limited liability company

By: V.P. - Finance & Real Estate

SUBLEASE

Between

LANDLORD: TEF-FIVE, LLC, a Michigan Limited Liability Company,

And

TENANT: New Urban Learning, a Michigan non-profit corporation

Dated: June 1, 2009

LEASE

SECTION 1 SCHEDULE

NAME:

TEF-FIVE, LLC

ADDRESS:

P.O. Box 6349

Plymouth, MI 48170

TENANT:

LANDLORD:

NAME:

New Urban Learning

ADDRESS:

600 Antoinette

Detroit, MI 48202

DEMISED PREMISES:

Land ("Site")

LEASE TERM:

June 1, 2009 until June 30, 2014 unless terminated sooner

pursuant to Paragraph 2.2.

LEASE COMMENCEMENT

DATE:

This Lease shall commence and is effective on July 1,

2008 or such later date as construction of the demised premises

may be complete

RENT COMMENCEMENT DATE:

June 1, 2009

SCHOOL YEAR

July 1 to June 30

TERMINATION DATE:

June 30, 2014.

BASE RENT:

The Annual Base Rent shall be \$1.00.

EXHIBITS ATTACHED:

"A" - Ground Lease and Joint Use Agreement.

SECTION 2 GRANT AND TERM

2.1 Demised Premises

Landlord, in consideration of the rents to be paid and the covenants, promises and agreements to be performed by Tenant, does hereby lease to Tenant and Tenant hereby rents from Landlord, the Demised Premises described in the Ground Lease and Joint Use Agreement attached hereto and marked as Exhibit A...



2.2 Term

The term of this Lease shall be for the Lease Term commencing on the Lease Commencement Date stated in Section 1 and expiring on the Termination Date stated in Section 1, unless the Lease Term is extended or sooner terminated in accordance with the provisions of this Lease, or automatically and immediately terminated in accordance with Article X of Restated Terms and Conditions of the Contract to Charter One or More Urban High School Academies and Related Documents Issued to Public School Academies of Detroit by the Grand Valley State University Board of Trustees, as amended through February 13, 2009 (the "Charter School Contract").

SECTION 3 CONSTRUCTION OF DEMISED PREMISES

3.1 Construction

Landlord agrees, prior to the Rent Commencement Date to cause the construction and substantial completion of the Landlord's Improvements on the Site located at 5100 John R, Detroit Michigan at Landlord's sole cost and expense. Landlord further agrees that prior to July 1, 2009 it will cause the construction and substantial completion of Landlord's Improvements on the Site described in Exhibit A.

3.2 Delays

In the event Landlord's contractors shall be delayed or hindered in the construction of the Landlord Improvements on the Demised Premises or prevented from completing such construction or prevented from delivering possession of the Demised Premises because of any strike, lockout, labor dispute; fire, damage or destruction or casualty; unavailability of material; weather; power failures; unavailability of utilities; restrictive governmental laws or regulations; riots; insurrection; war; or any other reason, beyond the control of the Landlord or its contractors, then Landlord shall be excused for the period of delay and the Rent Commencement Date shall be postponed for such period of delay until such time as the Demised Premises are ready for occupancy and the Termination Date shall be appropriated extended.

3.3 Substantial Completion Date

The substantial completion date for the Demised Premises is described in Exhibit A. The date the Demised Premises are substantially completed shall mean the earlier of (i) the date upon which the building, which is to house all the classrooms, staff rooms and administrative space are available for use by the Tenant or (ii) the date Tenant occupies all or a portion of the Demised Premises ("Substantial Completion Date").

SECTION 4 POSSESSION AND COMMENCEMENT OF TERM

4.1 Possession and Commencement of Lease Term

Landlord shall deliver actual possession of the Demised Premises to Tenant on or before the Substantial Completion Date specified in Section 3.3, but if delivery is delayed by reason of Section 3.2 or by the Landlord for any reason whatsoever, the date upon which such possession

is delivered shall constitute the "Rent Commencement Date" in lieu of the date provided in Section 1 and the Termination Date provided in Section 1 shall be appropriately extended. Landlord shall when construction progress so permits, notify Tenant of the anticipated Substantial Completion Date specified in Section 3.3. By occupying the Demised Premises, Tenant will be deemed to have accepted the Demised Premises. The Rent, as defined herein, due under this Lease and the term of this Lease shall commence on the Rent Commencement Date.

4.2 Landlord Not Liable For Delays

Under no circumstances shall Landlord be liable for any delays in the delivery of possession to Tenant on the Rent Commencement Date. Tenant's sole and exclusive remedy shall be the abatement of Rent until the Demised Premises are ready for occupancy and possession is delivered to Tenant.

4.3 Memorandum

Within 30 days after the delivery of possession to Tenant, Tenant shall join with Landlord in the execution of a written memorandum confirming the Rent Commencement Date and Termination Date of the Lease Term. Tenant's failure to execute the Memorandum (if requested by Landlord) shall be a default by Tenant under this Lease.

SECTION 5 BASE RENT

5.1 Base Rent

Tenant shall pay to Landlord the Annual Base Rent stated in Section 1, for the Demised Premises during the Lease Term. The Annual Base Rent shall be payable in one annual payment in advance on the Rent Commencement Date and the first day of each Lease Year thereafter at the office of Landlord stated in Section 1 or such other place designated by Landlord.

5.2 Rent Net of Expenses

Landlord and Tenant intend that the Annual Base Rent due hereunder, together with any adjustments during the Lease Term shall be absolutely net of all costs, expenses, taxes (real and personal) and charges of every kind and nature whatsoever relating to the ownership, occupancy or use of the Demised Premises. Tenant shall indemnify and hold Landlord harmless from and against any such costs, expenses, taxes (real or personal) and charges for which Tenant is responsible under this Lease.

5.3 Additional Rent

All amounts due from Tenant and payable to Landlord or the provider of any service (such as utilities, maintenance, etc.), if provided direct to Tenant, excluding Annual Base Rent, including, without limitation, utilities, taxes, maintenance and insurance costs shall be deemed to be additional rent ("Additional Rent"). Upon Tenant's failure to pay any such amount, Landlord, in addition to any other remedies, shall have the same remedies provided for Tenant's failure to pay the Annual Base Rent (the Annual Base Rent, together with the Additional Rent, shall be collectively referred to as "Rent"). Tenant shall pay any and all sums of money or charges

required to be paid by Tenant under this Lease, including, but not limited to, Additional Rent, promptly when the same are due, without any deductions or setoff whatsoever. Landlord will forward to Tenant any bills Landlord receives that Tenant is obligated to pay, including but not limited to tax, utility and other service bills, within five days of Landlord's receipt thereof.

For the purpose of subsequent years of this lease, Tenant shall pay as Additional Rent all expenses relating directly to the operation of the demised premises as well as any other expenses incurred by Landlord pursuant to the terms of the Ground Lease and Joint Use Agreement attached as Exhibit B including but not limited to all "Proportionate Share of Operating Expenses" relating to shares spaces as set forth therein.

5.4 Lease Year

Lease Year shall mean a period of twelve (12) consecutive calendar months, (with the exception of the first year which shall have thirteen (13) consecutive calendar months) and except the last year of the Lease, which shall expire on the Termination Date. The first Lease Year shall begin on the Rent Commencement Date if the Rent Commencement Date shall occur on the first day of the month; if not, then the first Lease Year shall commence on the first day of the month following the Rent Commencement Date. Each succeeding Lease Year shall commence on the anniversary of the commencement of the first Lease Year. If the Rent Commencement Date is other than the first day of a month, then the period between the Rent Commencement Date and the first day of the month following the Rent Commencement Date shall be added and be part of the first Lease Year.

SECTION 6 UTILITIES

Tenant agrees to pay all charges made against the Demised Premises for gas, heat, water, air conditioning, electricity, sanitary and storm sewage disposition, telephone and all other utilities ("Utilities") during the Lease Term (but specifically excluding the expenses of bringing into the Building and metering the Utilities, which costs are included as part of Landlord's Improvements) as the same shall become due all of which shall be separately metered and billed directly to Tenant. Landlord shall not be liable to Tenant for the quality or quantity of any such utilities, or for any interruption in the supply of any such utilities.

SECTION 7 TAXES AND ASSESSMENTS

7.1 Obligation

Tenant agrees to pay to Landlord as Additional Rent any and all Taxes (as defined in Section 7.2) assessed against the Demised Premises or any property located on the Demised Premises for each Lease Year or partial Lease Years during the Lease Term.

7.2 Definition

"Taxes" shall be defined as: (a) all taxes (either real or personal), assessments (general or specific), all water and sewer charges, and all other governmental impositions, which may be levied during the Lease Term upon the land, buildings or improvements comprising the Demiscd

Premises or any part thereof; (b) all other taxes and other charges imposed by the State of Michigan or any subdivision thereof which: (1) are in replacement of or in lieu of increases in all or any part of ad valorem taxes as sources of revenue and (2) are based in whole or in part upon Demised Premises or any interest therein or the ownership thereof, or the rents, profits or other income therefrom, including, without limitation, income, single business, franchise, excise, license, privilege, sales, use, and occupancy taxes; (c) a tax or surcharge of any kind or nature upon, against or with respect to the parking areas or the number of parking spaces on the Demised Premises; and (d) all costs and expenses incurred by Landlord during the lease term for negotiations for or contests of the amount of such taxes and assessments, without regard to the result, including, without limitation, actual attorneys' fees; provided, that Tenant pre-approves such contests for taxes or assessments. Taxes shall not include any tax on the net income of Landlord, except to the extent included in subparagraph (b) above.

7.3 Payments

Taxes on the Demised Premises levied or assessed for or during the Lease Term shall be paid to Landlord within ten (10) days after Landlord delivers to Tenant a statement for such Taxes. The Taxes for the years in which this Lease commences and terminates shall be prorated on a due date basis.

7.4 Tenant's Taxes

Tenant shall pay all real and personal property taxes levied or assessed against Tenant's property and improvements upon or affixed to the Demised Premises, including taxes attributable to all alterations, additions, or improvements made by Tenant.

SECTION 8 USE OF DEMISED PREMISES

8.1 Use of Demised Premises

Tenant shall use and occupy the Demised Premises during the Lease Term only for (a) the purpose of establishing, managing, and operating a charter school and attendant office use, and for no other purpose without the prior written consent of the Landlord, which may be granted or withheld in its sole and absolute discretion. Tenant shall not use or permit any person to use the Demised Premises or any part thereof for any use or purpose other than the use stated in this Lease or in violation of any law, statute, order, ordinance, code, rule or regulation of any federal, state or municipal body or other governmental agency or authority having jurisdiction thereof, including, without limitation, zoning, land use and building ordinances, uses and requirements; occupational safety and health requirements; community right-to-know requirements; the Americans With Disabilities Act of 1990; and state and federal environmental laws (collectively "Laws"), affecting the Demised Premises, if any; provided, however, that Tenant shall not be responsible for any violation of Laws or any condition at the Demised Premises existing on or before the Lease Commencement Date. Tenant shall comply strictly with each and every term, condition and requirement of the Charter School Contract.



8.2 Care of Demised Premises

Tenant shall keep the Demised Premises orderly, neat, safe and clean and free from rubbish and dirt at all times and shall store all inventory, supplies, trash and garbage within the buildings on the Demised Premises. Tenant shall keep the driveways and walkways within the Demised Premises free from snow and ice, and shall arrange for the regular removal of snow during the winter months and the pick up of trash and garbage at Tenant's expense. At the expiration of the Lease Term, or the sooner termination thereof, Tenant shall surrender the Demised Premises in as good condition and repair as existed at the time Tenant took possession, reasonable wear and tear excepted.

8.3 Hazardous Substances

Tenant shall not cause or permit the Demised Premises to be used to generate, manufacture, refine, transport, treat, store, handle, dispose, transfer, produce or process hazardous substances.

8.4 Incorporation by Reference of Ground Lease and Joint Use Agreement

Tenant hereby acknowledges that the provisions of the Ground Lease and Joint Use Agreement marked as Exhibit A are incorporated hereby by reference and that, with the exception of any obligations relating to initial construction contained such Exhibit, Tenant hereby assumes the obligations and duties of Landlord and agrees to be bound thereby and further agrees that all restrictions contained in the Exhibit shall likewise be restrictions upon the operations of Tenant. The breach by Tenant of any provision of Exhibit A shall constitute a breach of this Lease.

SECTION 9 INDEMNITY

9.1 Indemnity

To the extent permitted by applicable law, Tenant shall defend, indemnify and hold harmless Landlord and Landlord's officers, directors, employees and agents (regardless of any negligence imputed to Landlord by law due to its ownership of the real property involved), from and against any and all claims, suits, personal injuries, death, property damage, liabilities, damages, losses, costs or expenses, including, without limitation, reasonable legal, accounting, consulting, engineering and other expenses (collectively "Damages") which may be imposed upon, incurred by, or asserted against Landlord or Landlord's officers, directors, employees or agents (collectively "Indemnified Parties"), arising directly or indirectly from any (a) occurrence on or about the Demised Premises from any cause whatsoever from and after the Commencement Date and during the Lease Term, (b) failure of Tenant to comply with any provision of this Lease, (c) failure of any subtenant to comply with any provision of any sublease, (d) occupancy or use by Tenant and/or subtenant of the Demised Premises or any act or omission of Tenant, its employees, agents, representatives, invitees, licensees and contracting parties or any subtenant, or (e) failure of Tenant to strictly comply with the terms and conditions of the Charter School

Contract. The indemnities provided herein shall include attorneys' fees incurred by the Indemnified Parties in connection with such Damages or to enforce the indemnity given hereunder. Tenant shall not be required, however, to indemnify Landlord against Damages arising from Landlord's gross negligence or willful misconduct. Any liability or loss as to which the Indemnified Parties are entitled under this Section 9.1 and all expenses incurred in connection therewith including, but not limited to, attorneys fees, shall constitute Additional Rent payable upon demand.

9.2 Liability Insurance

Tenant shall procure and keep in effect during the Lease Term commercial, general liability insurance on an occurrence basis, including operations and insured contract coverage, for personal injury or death or property damage occurring in, upon or about the Site or Demised Premises or any street, drive, sidewalk, curb or passageway adjacent thereto in the amount reasonably required by Landlord (but in no event less than Ten Million (\$10,000,000) Dollars combined single limit per occurrence, which may be based on a combination of primary coverage plus excess insurance or "umbrella" coverage. Any contractual liability coverage for indemnifications given by Tenant under this Lease shall not in any way limit such indemnifications.

9.3 Delivery of Policy and Special Endorsement

The insurance policies required by this Section 9 shall name Landlord of the Demised Premises as an additional insured and contain provisions, deductibles and special endorsements satisfactory to Landlord. Such insurance policies shall prohibit cancellation, alterations, changes, amendments, modifications, deletions or reductions in coverage either at the insistence of Tenant or the insurance company issuing the policy, without at least thirty (30) days prior written notice having been given to Landlord. All insurance policies shall be written by carriers with a Best rating of B+ or greater. Original Insurance Certificates and copies of insurance policies and all renewals thereof, together with receipts evidencing payment in full of the premiums thereon, shall be delivered promptly to Landlord prior to Tenant taking possession and at least thirty (30) days prior to expiration or renewal of such insurance.

SECTION 10 MAINTENANCE AND REPAIRS

10.1 Maintenance And Repairs

Subject to the warranties Landlord receives from any construction contractor, subcontractor or material-men providing services and/or material in connection with the Landlord's Improvements, Tenant shall, at its sole cost and expense, during the Lease Term, maintain, repair and replace and keep neat and in good appearance and condition the Demised Premises, including, but not limited to, the roof, exterior, interior, ceiling, electrical system, plumbing system, HVAC system, storm sewers, sanitary sewers, water main, the driveways, walkways, parking area, lighting facilities, landscaping and land, which are part of the Demised Premises; provided, however, that Tenant shall not be responsible for latent defects at the Demised Premises. The plumbing system, including the sewage facility, serving the Demised Premises shall not be used for any purpose other than for which it was constructed and Tenant shall not introduce any matter therein which results in blocking such system. Tenant shall, at its sole cost

and expense, also repair or replace the driveways, walkways, parking areas, and landscaping on the Demised Premises. Tenant shall, at its sole cost and expense, contract with contractors acceptable to Landlord (except in the case of emergency) for the performance of all maintenance, repairs and replacement required of Tenant under this Lease. Tenant shall perform such maintenance, repairs and replacement so as to maintain the Demised Premises in the same condition in which it was delivered to Tenant, reasonable wear and tear excepted. Such maintenance, repair and replacement obligations of Tenant shall include items deemed to be capital improvements for tax purposes. The maintenance, repair and replacement obligations of Tenant hereunder, shall survive termination of this Lease to the extent such obligations accrued prior to the termination of this Lease.

10.2 Compliance With Laws

During the term of this Lease, Tenant shall comply with all Laws (as defined in Section 8.1) and make any repairs, additions, modifications or alterations to the Demised Premises, regardless of the nature thereof, which are required by any Laws or Restrictions or required by the insurance carrier to maintain the insurance required under this Lease; provided, however, that Tenant shall not be responsible for any conditions existing at the Demised Premises prior to the Lease Commencement Date.

SECTION 11 TENANT'S ALTERATIONS

Tenant shall not make any structural alterations, additions, modifications or improvements to the Demised Premises without the prior written consent of Landlord, which consent may be granted or withheld in the sole and absolute discretion of Landlord. Tenant shall not make any non-structural alterations, additions, modifications or improvements having a cost in excess of \$10,000 to the Demised Premises without the prior written consent of Landlord, which consent shall not be unreasonably withheld.

SECTION 12 PROPERTY INSURANCE, REBUILDING AND WAIVER OF SUBROGATION

12.1 Property Insurance

Tenant shall, during the Lease Term, at its sole cost and expense keep the Demised Premises insured for the benefit of Landlord:

(i) by an "All Risk of Physical Loss" policy with the broadest form of extended coverage endorsement in an amount sufficient to prevent Landlord from becoming a co-insurer under the policies or Laws, including special extended coverage endorsements reasonably required by Landlord in an amount equal to the full replacement and reconstruction cost and valued on a replacement cost basis of the building and improvements which are a part of the Demised Premises (including any Alterations) as determined solely by Landlord, without allowance for depreciation and exclusive of the cost of excavations, foundations and footings;

- (ii) against damage by flood if the Site is located in an area identified by the Secretary of Housing and Urban Development, or any successor, as an area having special flood hazard and in which flood insurance has been made available under the Flood Acts, in an amount determined solely by Landlord;
- (iii) against damage or loss from (1) sprinkler system leakage, and (2) boilers, if any, boiler tanks, if any, heating and air-conditioning equipment, pressure vessels, auxiliary piping and similar apparatus, in an amount determined solely by Landlord; and
- (iv) during the period of any construction, repair, restoration, or replacement of the Demised Premises, performed after the construction of the Landlord Improvements, by a standard builder's risk policy with extended coverage in an amount at least equal to the full replacement and reconstruction cost and valued on a replacement cost basis, workers compensation in statutory amounts, and such endorsements as required by Landlord.

Tenant shall provide Landlord with evidence of the above-referenced insurance on or before the Lease Commencement Date. Evidence of such insurance shall be in the form of an insurance policy or binder. Landlord shall be named as an additional insured on all such policies. If Tenant fails to maintain such insurance coverage, Landlord may, at its option, procure such insurance for the account of Tenant and the cost thereof shall be paid by Tenant to Landlord upon delivery to Tenant of bills therefore. The insurer or insurers shall be such as may from time to time be approved by Landlord and shall be issued by insurance companies authorized to do business in the State of Michigan.

12.2 Rebuilding

If the Demised Premises shall become damaged by fire or other casualty, Landlord may either, restore them or make them tenable (to the extent of available insurance proceeds) or terminate this Lease by notifying the Tenant of such termination within thirty (30) days after the date of such damage, at its sole option. Tenant shall immediately notify Landlord of the occurrence of a fire or other casualty at the Demised Premises.

12.3 Waiver of Subrogation

Any property insurance policy carried by Landlord or Tenant or any policy covering both the interest of Landlord or Tenant under this Section 12 shall include a provision under which the insurance company waives all right of recovery by way of subrogation against Landlord or Tenant in connection with any loss or damage covered by any such policy. Landlord or Tenant hereby release and discharge each other from any liability whatsoever arising from any loss, damage or injury caused by fire or other casualty to the extent of the insurance covering such loss, damage or injury.

SECTION 13 EMINENT DOMAIN

13.1 Condemnation

If all or any material part of the Premises shall be taken or condemned by any competent authority for any public use or purpose, the Term shall, at the option of Landlord, end as of the date of the actual taking. If the Premises may not be reasonably used for the purpose contemplated by the Lease following any taking, Tenant may terminate this Lease by written notice to Landlord. In the event of a termination pursuant to this Section, Rent shall be pro rated to the date of such taking. In the event of a condemnation, Landlord shall be entitled to the entire condemnation award, except that Tenant shall be entitled to receive any portion of the condemnation proceeds awarded for Tenant moving costs and related expenses, and diminution in value of the leasehold interest only.

13.2 Landlord's and Tenant's Damages

Subject to Paragraph 13.1 above, all damages awarded for such taking under the power of eminent domain, whether for the whole or a part of the Demised Premises, shall belong to and be the property of Landlord.

SECTION 14 ACCESS TO PREMISES

Landlord or Landlord's agent shall have the right to enter the Demised Premises at all reasonable times to inspect or examine the same, and to make such tests, repairs, alterations, improvements or additions as Landlord may deem necessary or desirable. Landlord shall conduct all inspections and examinations and all repairs, alterations, improvements and/or additions in such a manner so as to not unreasonably disrupt the operations of Tenant at the Demised Premises.

SECTION 15 FIXTURES AND EQUIPMENT

All furnishings, fixtures and equipment installed by Landlord shall remain the property of Landlord at the termination of this Lease. If Tenant installs any furnishings, fixtures or equipment during the Term of this Lease that are incorporated into and/or affixed to the buildings or improvements located on the Demised Premises and cannot be removed without substantial damage or injury to the buildings or improvements, then they shall automatically become the property of Landlord upon installation and shall not be removed without Landlord's prior written consent, which may be granted or withheld in its sole and absolute discretion. All fixtures and equipment installed by Tenant and not removed at the termination of the Lease Term shall remain the property of Landlord. In the event Landlord consents to such removal, Tenant shall remove such fixtures in accordance with all applicable Laws and Restrictions and shall repair any such damage or injury in a good and workmanlike manner.





SECTION 16 ASSIGNMENT, SUBLETTING AND TRANSFERS BY TENANT

Tenant shall not sell, assign, sublet, hypothecate, encumber, mortgage or in any manner transfer this Lease or any estate or interest therein (including any transfer by operation of law or otherwise), the Demised Premises or any part thereof or permit the use of the Demised Premises by any person or entity other than Tenant (collectively "Transfer") without the prior written consent of the Landlord, which may be granted or withheld in its sole and absolute discretion.

SECTION 17 SALE OR TRANSFER

Landlord shall have the right to sell, transfer or assign the Demised Premise ("Conveyance"). In the event of Conveyance, Tenant shall attorn to the purchaser, transferee or assignee ("Transferee") and recognize such Transferee as Landlord under this Lease and Landlord shall be relieved from all subsequent obligations and liabilities under this Lease, provided such obligations are assumed in writing by such Transferee and a copy thereof is provided to Tenant.

SECTION 18 <u>DEFAULT, RE-ENTRY AND DAMAGES</u>

18.1 Default

The following shall constitute a default ("Default") under this Lease:

- (a) Tenant fails to pay within seven days of the due date any Base Rent or Additional Rent due hereunder on the day the same shall be due;
- (b) Tenant fails to perform any of the terms and conditions under this Lease, other than the payment of Base Rent or Additional Rent, and such failure remains uncured for thirty (30) days following written notice:
- (c) Tenant shall file bankruptcy or Tenant shall become insolvent;
- (d) Tenant has abandoned or vacated the Demised Premises;
- (e) Tenant fails to meet any one or more of the following performance standards relating to its operation of the charter school ("Charter Middle School") located on the Demised Premises:
 - 1. Average daily attendance rate of at least 90 percent.
 - 2. Within five years (2012-2013 school year) 75 percent of UPSM Middle School eighth graders will achieve proficiency in Language Arts and Math on the Michigan Educational Assessment Program (MEAP).
 - 3. Re-enrollment rates shall result in at least 125 8th grade students entering UPSM High School upon graduation from UPSM Middle School each year. Included in that total are students who migrate from UPSM Middle School,

- students who move to other 90-90 schools, and students who move out of the area.
- (f) In the event (i) Doug Ross is terminated, (ii) the contract of Doug Ross with Tenant expires or is not renewed by Tenant, (iii) Doug Ross is no longer the President of New Urban Learning provided however, in no event shall Landlord terminate this Lease during a School Year.
- (g) The failure of Tenant to establish policies required by the Charter School Contract in a timely manner, as required by such Charter School Contract.
- (h) The termination or expiration of the Charter School Contract or any failure to renew or extend such Charter School Contract for any reason or no reason; unless replaced as provided in Paragraph 2.2 prior to the commencement of the next School Year. In the event the Charter School Contract is terminated during the School Year, thereby prohibiting the Tenant from operating a Charter Middle School in accordance with state law, this Lease shall terminate automatically.
- (i) A default by Tenant under any current Leases, between Thompson Educational Foundation which may include TEF-ONE, LLC, TEF-TWO, LLC, TEF-FOUR, LLC, TEF-FIVE, LLC, and Tenant and/or University Preparatory Academy for the Charter High School located at 600 Antoinette, Detroit, Michigan 48202 and the Charter Middle School, located at 5310 St. Antoine, Detroit, Michigan 48202 and the Charter Elementary School One, located at 957 Holden, Detroit Michigan 48202, and Charter Elementary Two, located at 435 Amsterdam, that is not cured within the time specified in such Charter High School Lease shall be a default by Tenant under this Lease.
- (j) The continued failure of the Tenant after the expiration of ten (10) days written notice from Landlord to Tenant to comply with the provisions of paragraph 22.11 of this Lease.
- (k) Doug Ross shall receive cash compensation from UPA and/or New Urban in excess of \$154,300, with allowable annual percentage increases equaling the lesser of Michigan state aid payment percentage increases, or 3%.
- (1) Any Change in Control, as defined in Section 23 hereof, to Tenant or University Preparatory Academy (as hereinafter defined) not expressly approved in writing by Landlord.

18.2 Landlord's Remedies Upon Default

A. Immediately upon Tenant's Default under this Lease, except (i) in the case of Tenant's Default under 18.1(e)(1-3), then one year from Tenant's failure to meet any of the performance criteria set forth therein, and (ii) in the case of a Tenant's Default under 18.1(f), if during a School Year, then by the later of sixty (60) days after such triggering event or July 15,

unless a successor Superintendent satisfactory to Landlord in its reasonable judgment shall be selected by Tenant and approved in writing by Landlord, Landlord shall, in addition to all of its other remedies under this Lease and available at law or in equity, have the right to re-enter the Demised Premises, in accordance with applicable law, to remove all persons and property there from. Upon such Default, Landlord, at its option, may either terminate this Lease, or without terminating this Lease, re-let the Demised Premises or any part thereof on such terms and conditions, as Landlord deems advisable in its sole and absolute discretion. No such eviction, entry or taking of possession of the Demised Premises, whether through summary eviction proceedings or by self-help, shall be construed as an election on its part to terminate this Lease unless Landlord provides written notice of such intention to Tenant or unless termination is declared by a court of competent jurisdiction.

- B. In addition to any other remedy provided for herein, if Landlord brings suit to recover possession of the Demised Premises or money due under this Lease or a suit for the breach of an obligation Tenant should have performed under the Lease and if the Landlord prevails, the Tenant shall pay the Landlord for expenses incurred in the action, including reasonable attorneys fees. Such expenses shall be deemed to have an incurred when the action commences and shall be enforced whether or not the action is prosecuted to judgment. In the event Tenant prevails in any lawsuit in connection with the Demised Premises, Tenant shall have its expenses, including reasonable attorney fees, paid by Landlord.
- (f) The failure of Tenant to establish policies required by the Charter School Contract in a timely manner, as required by such Charter School Contract.
- (g) The termination or expiration of the Charter School Contract.
- (h) A default under any Lease, between Landlords, which may include TEF-ONE, LLC, TEF-TWO, LLC, TEF-FOUR, LLC, TEF-FIVE, LLC, and Tenant and/or University Preparatory Academy for any other charter schools that are not cured within the time specified in such leases, shall be a default under this lease.
- (i) A default under the terms of any and all loan arrangements that Tenant and/or University Preparatory Academy may have from time to time with the Thompson Educational Foundation that are not cured within the time specified in such loan agreement, shall be a default under this lease.

18.2 Landlord's Remedies Upon Default

A. Immediately upon Tenant's Default under this Lease, except (i) in the case of Tenant's Default under 18.1(e), then one year from Tenant's failure to meet any of the performance criteria set forth therein, and (ii) in the case of a Tenant's Default under 18.1(f), if during a School Year, then by July 15, Landlord shall, in addition to all of its other remedies under this Lease and available at law or in equity, have the right to re-enter the Demised Premises, in accordance with applicable law, to remove all persons and property there from. Upon such Default, Landlord, at its option, may either terminate this Lease, or without terminating this Lease, re-let the Demised Premises or any part thereof on such terms and conditions, as Landlord deems advisable in its sole and absolute discretion. No such eviction, entry or taking of possession of the Demised Premises, whether through summary eviction

proceedings or by self-help, shall be construed as an election on its part to terminate this Lease unless Landlord provides written notice of such intention to Tenant or unless termination is declared by a court of competent jurisdiction.

B. In addition to any other remedy provided for herein, if Landlord brings suit to recover possession of the Demised Premises or money due under this Lease or a suit for the breach of an obligation Tenant should have performed under the Lease and if the Landlord prevails, the Tenant shall pay the Landlord for expenses incurred in the action, including reasonable attorneys fees. Such expenses shall be deemed to have an incurred when the action commences and shall be enforced whether or not the action is prosecuted to judgment. In the event Tenant prevails in any lawsuit in connection with the Demised Premises, Tenant shall have its expenses, including reasonable attorney fees, paid by Landlord.

18.3 Waiver of Jury Trial and Counterclaim

In the event Landlord commences any proceedings for non-payment of Rent, Additional Rent, or any other amount payable to Landlord by Tenant, Tenant shall not interpose any counterclaim of whatsoever nature or description in any such proceeding unless same is a compulsory or mandatory counterclaim. This shall not, however, be construed as a waiver of Tenant's right to assert such a claim in any separate action brought by Tenant. Landlord and Tenant waive trial by jury in any action or proceeding brought by either party on any matter whatsoever arising out of or in any way connected with this Lease, the relationship of lessor and lessee, Tenant's use or occupancy of the Demised Premises, or any claim of injury or damage.

SECTION 19 QUIET ENJOYMENT

Landlord covenants that so long as Tenant is not in Default the terms and conditions of this Lease, Tenant may peacefully and quietly hold and enjoy the Demised Premises for the Lease term without interference by Landlord or any person claiming by, through or under Landlord.

SECTION 20 SIGNS

Tenant will not place or cause to be placed or maintained any sign or advertising matter of any kind anywhere on the Demised Premises, except in the interior thereof, without Landlord's prior written approval.

SECTION 21 OPTION TO EXTEND

21.1 Option to Extend Lease Term

So long as Tenant is not in Default under this Lease, Tenant shall have an option to extend the Lease Term on the same terms and conditions (excepting revised performance standards proposed by Landlord to those set forth in Section 18.1(e)) set forth herein for a period of five (5) years ("Option Period") in accordance with the terms of this Section 21 ("Option to Extend"). The Option to Extend the Lease Term is personal to the Tenant and is not transferable or exercisable by any transferee.

21.2 Exercise of Option

If this Lease is in full force and effect, and Tenant complies with Section 21.1 Tenant may exercise the Option to Extend by providing Landlord with written notice of exercise not more than fifteen (15) months or less than twelve (12) months prior to the expiration of the initial five year Term provided Tenant is in compliance with the performance standards for the Charter School set forth in this Lease, and agrees to comply with updated performance standards proposed by Landlord for the Option Period.

SECTION 22 MISCELLANEOUS

22.1 Condition of Demised Premises

This Lease and exhibits attached hereto and forming a part hereof, set forth all of the covenants, agreements, stipulations, promises, conditions, understandings and representations, hereinafter collectively "Representations" between Landlord and Tenant concerning the Demised Premises and the buildings and improvements to be constructed thereon. Landlord and Tenant agree that there are no Representations other than set forth herein and agree to make no claims against each other based upon Representations not set forth herein.

22.2 Modification

This Lease shall not be modified or amended unless in writing signed by Landlord and Tenant.

22.3 Notices

Any notices or demands required under this Lease shall be in writing addressed to the party at the address set forth Section 1, except that after the Rent Commencement Date any notice to Tenant shall be given in writing at the Demised Premises or such changed address provided in writing by such party and shall be served as follows: (a) by personal service with service being effective upon delivery, or (b) by certified mail, return receipt requested, with service being effective two (2) days after mailing, or (c) by telecopy, facsimile or other form of telecommunication, with service being effective upon the date of transmission with reasonable evidence that the transmission was sent, or (d) by recognized overnight courier service, with service being effective one (1) day after delivery to such courier service.

22.4 Survival

Any obligation of Tenant under this Lease which is not performed in full prior to the termination of this Lease shall survive the termination of this Lease and continue in full force and effect until performed in full.

22.5 Captions and Section Numbers

The captions, section numbers, article numbers; and index appearing in this Lease are inserted only as a matter of convenience and in no way define, limit, construe, or describe the scope or intent of such sections or articles of this Lease nor in any way affect this Lease.

22.6 Construction

This Lease shall be construed and enforced in accordance with the laws of the State of Michigan. If any provision of this Lease, or the application thereof to any person or circumstances, shall, to any extent be invalid or unenforceable, the remaining provisions of this Lease shall not be affected thereby and shall be valid and enforceable.

22.7 Binding Effect

This Lease shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors, assigns and permitted transferees.

22.8 Joint Drafting

Landlord and Tenant acknowledge and agree that each has joined in and contributed to the drafting of this Lease and as a result there shall be no presumption in construing the provisions of this Lease favoring or burdening either Landlord or Tenant based upon draftsmanship or similar rule of construction.

22.9 Counterparts

This Lease may be executed in any number of separate counterparts, each of which, when executed and delivered, shall be an original, but such counterparts shall together constitute one and the same document.

IN WITNESS WHEREOF, Landlord and Tenant have executed this Lease on the day and year first above written.

| IN THE PRESENCE OF: | LANDLORD: |
|---------------------|--|
| John B. Cleany | TEF-FIVE, LLC, a Michigan Limited Liability Company By: |
| | lis: President |
| | TENANT: |
| | NEW URBAN LEARNING, 2 Michigan non-profit corporation |
| | Ву: |
| | Its: |
| | |

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This Lease shall be construed and enforced in accordance with the laws of the State of Michigan. If any provision of this Lease, or the application thereof to any person or circumstances, shall, to any extent be invalid or unenforceable, the remaining provisions of this Lease shall not be affected thereby and shall be valid and enforceable.

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| IN THE PRESENCE OF: | LANDLORD: |
|---------------------|--|
| | TEF-FIVE, LLC, a Michigan Limited Liability Company |
| | Ву: |
| | Its: |
| | TENANT: |
| | NEW URBAN LEARNING, a Michigan non-profit corporation |
| Carly Ebejer | By: Wan |
| | Its: Chan |

EXHIBIT A GROUND LEASE AND JOINT USE AGREEMENT

GROUND LEASE AND JOINT USE AGREEMENT

THIS GROUND LEASE AND JOINT USE AGREEMENT (this "Lease"), is made as of this 12th day of December, 2007, between the DETROIT SCIENCE CENTER, a Michigan non-profit corporation, whose address is 5020 John R. Street, Detroit, MI 48202 (hereinafter referred to as the "Landlord") and TEF-FIVE, LLC, a Michigan limited liability company, whose address is P.O. Box 6349, Plymouth, Michigan, 48170 (hereinafter referred to as "Tenant"). Landlord and Tenant are sometimes individually referred to in this Lease as a "Party" and collectively as the "Parties".

Section | LEASE OF PREMISES

Landlord, in consideration of the rents to be paid and the covenants and agreements to be performed by Tenant, does hereby lease to Tenant and Tenant does hereby lease from Landlord, all of the Landlord's interest in that certain piece of land situated in the City of Detroit, County of Wayne and State of Michigan as indicated and more particularly described in the survey attached hereto as Exhibit A (this survey, as updated by Tenant, shall be defined as the "Survey") and made a part hereof (the "Demised Premises"), subject to all zoning and building ordinances and all easements and restrictions of record, if any. Landlord shall deliver the Demised Premises to Tenant with any and all liens thereupon subject to the interests of Tenant and with an agreement acceptable to Tenant assuring that so long as Tenant is not in breach hereof, the holders of such interests will not disturb or otherwise interfere with the rights and interests of Tenant as created hereunder. Tenant shall have the right to impose liens upon its leasehold interest only.

In addition to the demised premises, Tenant shall have the use of one classroom located in the Landlord's adjacent premises (Science Center Premises as hereinafter defined) as well as the parking and drive areas hereinafter discussed.

The Demised Premises are located adjacent to a parcel of land owned by Landlord as indicated and more particularly described in the Survey (the "Science Center Premises"). For purposes of this Lease, the Demised Premises are not included in the term "Science Center Premises". There currently exists an approximately one hundred ten thousand (110,000) square foot building upon the Science Center Premises. This existing building and any and all subsequent additions, improvements and replacements thereto and thereof are collectively referred to herein as the "Science Center Building". The Science Center Premises and Science Center Building are sometimes collectively referred to herein as the "Science Center Property".

Tenant acknowledges that as of the date of this Lease it has inspected, analyzed, reviewed and evaluated the Demised Premises and that it is thoroughly aware of the condition of the Demised Premises. EXCEPT AS MAY BE OTHERWISE PROVIDED IN THIS LEASE, THE DEMISED PREMISES ARE LEASED HEREUNDER TO TENANT "AS IS, WHERE IS" BASIS WITHOUT ANY REPRESENTATION OR WARRANTY OF ANY KIND, EITHER

EXPRESS OR IMPLIED AND WITH ALL FAULTS AND WITHOUT ANY REPRESENTATION OR WARRANTY OF ANY NATURE WHATSOEVER, EXPRESS OR IMPLIED, ORAL OR WRITTEN, AND IN PARTICULAR, WITHOUT ANY IMPLIED WARRANTY OF FITNESS FOR A PARTICULAR PURPOSE; AND, LANDLORD DISCLAIMS AND TENANT HEREBY WAIVES ANY OBLIGATION, LIABILITY, RIGHT, CLAIM OR DEMAND IN CONTRACT, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY OR OTHERWISE WITH RESPECT TO THE DEMISED PREMISES. Without limiting the generality of the foregoing, Tenant acknowledges and agrees that Landlord neither represents nor warrants that the Demised Premises or any part thereof will serve any purpose satisfactorily; Landlord shall have no liability or responsibility for the condition and/or operation of the Demised Premises; and Tenant is leasing the Demised Premises based solely upon its own inspection, evaluation, review and analysis, and Tenant assumes the entire risk associated therewith.

Section 2 TERM

- (a) The initial term of this Lease shall commence on the date on the "Effective Date" hereto and shall continue and shall end ninety-nine (99) years later. The "Effective Date" hereof shall be the date upon which all contingencies have been removed or June 1, 2008 whichever is later.
- (b) For the purposes of Subparagraph (a) above, the contingencies which must be removed include the following:
- (i) Granting of any necessary variances by the Detroit Board of Zoning Appeals;
- (ii) Execution by Landlord's financing institutions of mutually acceptable Subordination and Non-Disturbance Agreements (This Agreement must be acceptable to both Landlord and Tenant as well as Landlord's financing institutions.);
 - (iii) Securing by Tenant of acceptable and adequate offsite parking;
- (iv) All other necessary approvals by the City of Detroit, Wayne County and the State of Michigan for the contemplated construction;
 - (v) Issuance of Building Permit;
- (vi) Securing by Tenant of Contractor willing to construct facility upon terms and conditions acceptable to Tenant;
- (vii) Subtenant securing any Charter necessary for operation of the anticipated school;
- (c) In the event that the contingencies set forth above have not been removed or waived by Tenant on or before June 1, 2008, then this Ground Lease and Joint Use Agreement shall be deemed null and void.
- (d) This Ground Lease will not be effective unless or until Detroit Science Center obtains a mutually satisfactory consent letter from its lender group. If such letter is not received on or before December 31, 2007 (which date may be extended by mutual consent of the parties),

the Ground Lease and Joint Use Agreement will be null and void.

(d) Absent a separate agreement to the contrary between the parties hereto, commencement of construction shall not occur until all contingencies have been removed.

Section 3 RENT

Tenant shall pay rent to Landlord for the leasing of the Demised Premises at the office of Landlord, or at such place or places as Landlord shall designate from time to time in writing during the continuance of the Term, in the amount of \$1.00 per year ("Base Rent") without any offset, abatement or deduction whatsoever, and without previous demand therefore. The purpose and intent of this Lease is that the Base Rent provided for in this Section shall be, except as may otherwise be provided in this Lease, an absolutely net return to Landlord and shall continue unreduced and unabated throughout the entire Term and shall be absolutely net of all costs, expenses, taxes (real and personal), assessments and charges of every kind and nature whatsoever relating to the ownership, occupancy, use, maintenance, upkeep and preservation of the Demised Premises, except as otherwise provided herein, which shall be borne and paid by Tenant so that the Base Rent constitutes the minimum income realized by Landlord from the Demised Premises. Tenant will indemnify and hold harmless Landlord from and against such costs, expenses, taxes, assessments and charges. The base rental rate shall cover the Tenant's right to use one classroom in the Science Center Premises as well as the four parking spaces and the drive area of the Science Center Premises.

Section 4 USE OF DEMISED PREMISES

- (a) The Demised Premises shall be used exclusively for the purpose of constructing, maintaining and operating a high performance educational facility upon the Demised Premises and no other purpose or use whatsoever except as may otherwise be provided in this Section 4. A change in structure from a high performance educational facility shall be considered a Material Change and subject to 4(b) below.
- (b) There shall be no Material Change (as hereinafter defined) in the Use without Landlord's prior written consent. For purposes hereof, the term "Material Change" shall mean any change that would meaningfully, materially or substantially change the Use so that the use of the Demised Premises would no longer reflect the ideals, mission and purpose of the Use in a meaningful, material or substantial manner or way. If Landlord's consent is sought in connection with a proposed use of the Demised Premises for another school or learning institution, Landlord's construction of the term "Material Change" shall be reasonable and Landlord's consent thereto shall not be unreasonably withheld. In every other instance however, Landlord may withhold its consent in its sole and unfettered discretion. A change in subtenant or Operator of the school alone shall not constitute a Material Change.

If Landlord shall consent to a single Material Change, that shall not be deemed to constitute a consent of any subsequent change in Use that is or may be identical or similar to the change that Landlord previously consented to. Moreover, any and all changes in Use shall be

subject to the provisions of this Section 4 and the process provided by this Section 4 shall be repeated each and every time a change in Use is proposed by Tenant.

- (c) If a Material Change is proposed, Tenant shall submit a written request to Landlord for Landlord's consent describing the proposed change in Use, accompanied by a copy of the sublease agreement and lease agreement pursuant to which the Demised Premises and Improvements would be leased. Landlord shall thereafter have thirty (30) days to consider such request and during such period:
- (i) Landlord may provide its consent whereupon this Lease shall continue subject to the terms and conditions hereof; or
- (ii) Landlord may withhold its consent whereupon (a) this Lease shall continue subject to the terms and conditions hereof and (b) if Tenant shall fail to conform to the requirements of Section 4(a) concerning the Use within the following ninety (90) days, Landlord shall then have the option to purchase the Improvements at the Fair Market Value (as hereinafter defined) within the next one hundred eighty (180) days. To effect such option Landlord shall give written notice to Tenant during the first 30 days of such period. Within 30 days of such notice the three appraisers referenced below in this paragraph shall be retained. Within 30 days of receipt of the three appraisals the Landlord shall confirm in writing to the Tenant its intent to purchase the property at the "Fair Market Value". If the Landlord fails to confirm its intent to purchase the property its option shall expire. The resulting sale and purchase shall be consummated on the first (1st) business day of August of the next year following the year such option is exercised and upon the consummation of such sale and purchase, this Lease shall terminate. If Landlord elects not to purchase the Improvements, Tenant shall be entitled to sell or lease the Improvements for any permitted zoning use, which would allow for the highest and best permitted use. For purposes hereof, the term "Fair Market Value" shall mean (unless the Parties agree otherwise) the average of three (3) appraisals conducted by three (3) appraisers, one (1) appraiser chosen by each Party and the third appraiser being chosen by the other two (2) appraisers.

Section 5 CONSTRUCTION OF IMPROVEMENTS

- (a) The Demised Premises shall be divided into three areas. The first area shall be the "School Area". The School Area shall be constructed by Tenant. The second area shall be the "Shared Space Area". The Shared Space Area shall be constructed by the Tenant. The third area shall be the "DSC Space". The Tenant shall construct the basic structure for the DSC Space. All subsequent construction including the extension of various utilities shall be the sole responsibility of the Landlord. The Plans attached hereto as Exhibit C.3 shall define each area.
- (b) Tenant shall, at its sole cost and expense, remove any existing improvements upon the Demised Premises and provide all work and materials of whatsoever nature in order to construct the Improvements consisting of a school building of not less than seventy-five thousand (75,000) gross square feet and not more than eighty-five thousand (85,000) gross square feet, together with site preparation, utilities, restoration of existing landscaping, and

irrigation, and all other improvements whatsoever in connection therewith, as approximately set forth on the preliminary design attached hereto Exhibit C.1 and C.2 (the school building and all other such improvements are herein collectively referred to as "Improvements", as further detailed in Exhibits C.1 and C.2). Tenant shall also, at its sole cost and expense, connect and integrate the Improvements to the Science Center Building in accordance with Exhibit C.1 and C.2, and in a manner that shall not adversely affect or impair the structure, components, systems or use of the Science Center Property. Tenant shall, at its sole cost and expense, furnish the Tenant Space with all necessary and desired equipment. The furnishing of all desired equipment furniture and fixtures for the DSC Space shall be completed at the sole cost and expense of Landlord.

- Landlord hereby approves the preliminary design plans attached as Exhibit C.2 Schematic Design. Minor changes and deviations in such preliminary plans are fine. However, any subsequent material change to the Improvements shall be subject to Landlord's prior written approval. Landlord shall use its best efforts to respond timely to any request for Landlord's approval under this subsection (c) so as to not impede the progress of construction and in any case, such approval shall not be unreasonably withheld. Tenant shall submit final construction drawings, plans and specifications (together with all supporting documentation and information necessary for Landlord to review the plans) to Landlord for Landlord's written approval, before submitting for building permits and shall not construct any improvements unless and until Landlord has approved the same in writing. In the event that Landlord rejects the plans or requests additional information to complete its review, Tenant shall revise the plans or submit such additional information as reasonably required by Landlord in order to obtain Landlord's approval. Landlord shall review such plans, as revised from time to time, and advise Tenant of any changes required by Landlord. (d) Tenant shall, at its sole cost and expense obtain any and all requisite building, construction, zoning and other licenses, variances, permits and approvals relating to the construction of the Improvements.
- (e) Upon issuance of such building permits, Tenant shall promptly undertake the construction and diligently prosecute such construction to completion. All construction shall be performed in accordance with the Plans relating thereto as approved by Landlord. The following provisions shall govern the construction:
- During construction, Tenant shall pay for all electricity, water and other utilities consumed in performing such construction. Tenant shall be responsible for the removal of all construction debris and trash relating to the construction of the Improvements.
- (ii) All such work shall conform to applicable statutes, ordinances, laws, codes and governmental regulations. Tenant shall obtain and convey copies to Landlord of all applicable permits and all approvals as may be required by local or state authorities and utility companies. Meter cost fees, tapping, use and capital charges incurred by reason of supplying utilities shall be paid by Tenant except for any separate metering required to supply metering service to Landlord kitchen area, which costs shall be paid by Landlord.

- (iii) All of the contractors and subcontractors performing any such work shall be capable of performing quality workmanship.
- (iv) All of such work shall be performed in a first-class, workmanlike manner and shall be in good and usable condition at the date of completion.
- (v) Tenant shall take all reasonably necessary measures to minimize any damage, disruption or inconvenience in the area of the Demised Premises and/or Science Center Property caused by such construction, and make adequate provision for the safety and convenience of all persons affected thereby. Dust, noise and other effects of such construction shall be controlled using accepted methods customarily utilized in order to control such conditions. Tenant shall not permit the accumulation outside of dirt, debris, trash or the like.
- (vi) After completion of the improvements, and upon receipt by Tenant, Tenant shall supply Landlord with a copy of the certificate of occupancy from the local or state building department and one (1) set of "as-built" drawings for record purposes.
- (vii) Upon commencement of construction the Limited Guaranty of Completion in the form attached hereto and made a part hereof as Exhibit B shall be executed by The Thompson Educational Foundation.
- (viii) Construction shall commence upon issuance of all necessary building permits and shall be substantially completed within 18 months after issuance of such permits. For purposes of this provision, "commencement" shall mean the beginning of installation of the foundation for the Improvements. Once commenced, Tenant shall diligently proceed with construction. For purposes of this provision, "completed" shall mean the earlier of (a) use and occupancy of the Improvements by the Operator, or (b) issuance of a final certificate of occupancy for the Improvements.
- (ix) Tenant shall have access to and shall be permitted to use the adjacent parking area for construction staging purposes.
- (x) Upon completion of the Improvements, Tenant shall at its sole cost and expense, repair or replace if necessary, any and all parking, landscaping and other areas impacted by the construction of the Improvements in accordance with the approved plans and specifications.
- (f) Upon the expiration or the earlier termination of the Term, title to all Improvements, including fixtures, shall vest in and become the property of Landlord without, except as otherwise provided in this Lease, any additional compensation or further instrument of conveyance. Tenant shall, if so requested, deliver, at no cost or expense to Landlord, a confirmatory deed or other document requested by Landlord of the foregoing. The Improvements shall be surrendered and transferred to Landlord free and clear of all liens or claims to or against them by Tenant or any third persons, and Tenant shall defend and indemnify Landlord against all liability or loss arising from such liens or claims. Tenant shall not waste or

destroy the Improvements and the Improvements shall not be removed or severed from the Demised Premises.

them that the Improvements are real property. It is the intent of the Parties that the separation of title to the Improvements and the Demised Premises is not to change the character of the Improvements as real property. It is also the intention and agreement of the Parties that the ownership of Tenant's leasehold estate and all of Tenant's right, title and interest in and to the Improvements shall be non-separable and that any attempt to transfer such right, title and interest in the Improvements shall be void and ineffective unless accompanied by a complete transfer of Tenant's leasehold estate in accordance with the terms hereof. This shall not however, limit or restrict the right if any, otherwise provided Tenant under this Lease, to assign and transfer its rights in and to this Lease and the leasehold interests created hereby.

Section 6 JOINT USE OF FACILITIES

- (a) Tenant may request the use of any public portion of the Science Center Building (including, meeting rooms and exhibit areas) without the payment of any additional Base Rent for any appropriate educational purposes, subject to availability and also subject to the prior consent of Landlord, which consent shall not be unreasonably withheld. Tenant may however, be required to pay the direct costs incurred by Landlord for using such facilities (For example, Imax license Fees). Tenant's use of such additional facilities shall not however, interfere with the use and operation of such facilities by Landlord and/or the use and enjoyment thereof by Landlord's invitees and guests. Tenant and Landlord shall cooperate in scheduling Tenant's use of such facilities. Tenant shall provide Landlord written notice of its desire to use the Science Center Building reasonably in advance of the date of each such proposed use, which notice shall specify the precise areas to be used, the duration of the use, and the number of people Tenant expects to use such areas. Tenant's use shall be at Tenant's risk of loss except in the case of Landlord's gross negligence or intentional acts.
- (b) Landlord shall be permitted to use all or any portion of the Improvements, except private office and lounge areas, outside of school semesters, during evenings and weekends and during other non-school hours, subject to availability. Landlord's use of such Tenant areas shall not however, interfere with the use and operation of such facilities by Tenant and/or the use and enjoyment thereof by Tenant's invitees and guests. Landlord and Tenant shall cooperate in scheduling Landlord's use of such facilities. Landlord shall provide Tenant written notice of its desire to use such Tenant areas reasonably in advance of the date of each such proposed use, which notice shall specify the precise areas to be used, the duration of the use, and the number of people Landlord expects to use such areas. Landlord use shall be at Landlord's risk of loss except in the case of the Tenant's gross negligence or intentional acts, however, Landlord shall not otherwise be required to pay any rental or other charges for the use of such Tenant areas.
- (c) Landlord and Tenant (and their respective employees, invitees, guest and students) shall be entitled to use the Shared Space (as hereinafter defined) in common and in cooperation with each other but, in a manner so as to not adversely affect the other Party's use

thereof. "Shared Space" shall mean the areas and space designated as "Common Areas" on the preliminary plans attached hereto as Exhibit C.3 and thereafter, on the permitted plans and specifications, their replacements and such other areas, which may be designated by Landlord for the general use in common of all of the users of the Science Center Building and Improvements. The Shared Space (including, building access) shall be kept open and made available to Landlord and its invitees and guests during such hours and on such days that Landlord is open or has a function and after such hours and on such other days if Landlord and its invitees and guests adhere to security rules and regulations established by Landlord and Tenant. Landlord and its employees, invitees and guests shall have the right and license to use the Science Center Space (as hereinafter defined). "Science Center Space" shall mean the areas and space designated as "DSC Space" on the preliminary plans attached hereto as Exhibit C.3 and thereafter, on the permitted plans and specifications, their replacements and such other areas Landlord and Tenant may hereafter designate for the use of Landlord and its employees, invitees and guests. Landlord shall maintain the Science Center Space at its sole cost and expense except as otherwise provided in this Lease.

Without the consent of the Parties (which consent shall not be unreasonably withheld), the Shared Space shall not be changed or altered in any manner which would materially change or alter the Shared Space's useable square feet or location or adversely affect a Party's use, operation, accessibility or availability so as to effectively deprive such Party with the use thereof.

Throughout the Term, Tenant shall be solely responsible for maintaining the Shared Space in first class condition and repair. Tenant shall pay to Landlord its Proportionate Share (as hereinafter defined on Exhibit E), of the Operating Expenses for the Shared Space in the manner hereinafter set forth. Throughout the Term, Landlord shall determine such Operating Expenses on a monthly basis, in arrears and shall provide the details and calculation thereof to Tenant. Within thirty (30) days of receipt of such detail, Tenant shall pay to Landlord amount then due promptly following such determination. Tenant shall be entitled to review Landlord's determination on request, including the method of determination and the data relied on in making the determination.

Landlord and Tenant "Proportionate Share of Operating Expenses" shall be apportioned in accordance with Exhibit E. "Operating Expenses" shall mean the actual, reasonable and direct costs incurred by the Landlord and or Tenant with respect to the operation, maintenance, repair and replacement of the Shared Space (excluding loss of rental income insurance) as set forth in Section 17 hereof; which, under generally accepted accounting principles, would be regarded as maintenance and operating expenses. Operating Expenses shall not include: (a) depreciation on the Improvements (b) costs of services, repairs, replacements and maintenance which are paid for by proceeds of insurance, by other tenants (in a manner other than as provided in this subsection) or third parties; (c) tenant improvements, real estate brokers' commissions, interest and capital items other than those referred to above; (d) capital expenditures of any kind or nature; (e) any costs associated with the operation or maintenance of the cafeteria(s); (f) any expenses incurred by Tenant which are not increased and/or necessitated by Landlord's operations; and/or (g) Tenant's general, administrative or overhead expenses, including, wages and other costs associated with Tenant's operations and personnel (except as otherwise provided

herein). The utilities provided to the cafeteria area shall be separately metered and shall be charged to Landlord. Such utilities expenses for the kitchen shall not be included in Operating Expenses which are shared but, shall be paid entirely by Landlord. The Landlord shall provide Tenant support for such determination. In accordance with Exhibit E the Tenant shall invoice the Landlord and provide support for such invoice to the extent the Tenant is billed for a shared expenditure. Any invoice therefore shall be paid by respective party within thirty (30) days of receipt of such invoice and support.

As used herein, "School Year" shall mean the twelve (12) month period commencing July 1st, and ending June 30th and each succeeding twelve (12) month period thereafter during the Term. "School Year 1" is the school year is intended to commence July 1, 2009 and ending June 30, 2010.

- (d) Tenant hereby irrevocably grants Landlord or its designee, the exclusive right and license to elect to manage and operate the cafeteria(s), the ticket booth and/or security counter, and gift shop(s) located within the DSC Space. The Landlord shall also have the right to sublease the cafeteria area within the DSC Space to an operator thereof, upon the written consent of the Tenant, which consent shall not be unreasonably withheld. Landlord acknowledges that Tenant may have a food warming center in the Tenant Space adjacent to the gymnasium and may use the gymnasium indicated on the Plans for its own food service.
- (e) The Parties shall each have the right and license to procure vending machines within their respective areas.
 - (f) [Intentionally omitted.]
- (g) Each Party shall have a nonexclusive right and license to use the driveways identified on the preliminary plans attached hereto as Exhibit C.1 and thereafter, on the plans.

Section 7 PARKING; DROP OFF AREAS

The existing parking area and public drop off area will be reconfigured as depicted in the preliminary plans attached as Exhibit C.1 and thereafter, on the plans. Landlord and Tenant shall have joint use of the public drop off area. Landlord shall exclusively and solely, own, control and operate any and all adjacent parking areas around and about the Demised Premises and Science Center Property and shall exclusively and solely retain any and all charges, fees and revenue of any kind from such parking areas.

Landlord shall maintain such parking and drop off areas free and clear and in good condition and repair and Landlord and Tenant shall equally share the costs of the driveways and drop off areas in accordance with Exhibit E.. Tenant shall pay its proportionate share of the parking area maintenance and repair expense in accordance with Exhibit E. Tenant shall pay Landlord its share thereof within thirty (30) days of being invoiced therefor.

Fenant shall have the right to use four (4) designated parking spaces in the parking area. No other employee, of Tenant shall be permitted to park in any parking area without the prior written consent of Landlord.

All vehicles parked in the parking area shall be parked at the sole risk of the operator or owner, as the case may be, and the Tenant and Landlord shall not be liable or responsible for the protection or security of such vehicles (and contents) or any damage, loss or theft thereof.

Landlord shall have the right to establish reasonable rules and regulations (and to alter them from time to time) governing the use of the parking lot. The Landlord and Tenant shall, from time to time, mutually agree on rules and regulations governing the use and operation of the drop off areas.

Section 8 TAXES AND UTILITIES

- (a) Landlord is now tax exempt. The Operator (as hereinafter defined) will be tax exempt as well. If the State of Michigan, any political subdivision thereof (including Wayne County, the City of Detroit and the Wayne County Community College District) or any other governmental authority having jurisdiction thereof, imposes an assessment, surcharge or tax of any kind or nature upon, against or with respect to the Demised Premises and/or Improvements (and any personal property within or comprising the Improvements). Tenant shall, during the Term, pay and punctually discharge the same as and when the same shall become due and payable.
- (b) Except as set forth in this Agreement, Tenant shall, during the Term pay and punctually discharge any and all charges for any and all services and utilities to or for the Demised Premises and Improvements of whatsoever nature as and when the same shall become due and payable including, any and all charges for water, sewer, and trash removal.

Section 9 EXTERIOR

Each party shall provide, install and maintain their respective mutually approved signs as may be agreed upon between the parties from time to time. Any and all signs which the parties may from time to time desire to install are subject to their mutual approval which will not be unreasonably withheld and applicable ordinances. Any and all exterior signs shall be in keeping with those currently located on the Science Center Building.

Landlord expressly reserves the right to name the Science Center Property including the demised premises and the improvements. Landlord may install such decorations, exterior lights, exhibits, markings, media, identification, paintings or signs as it desires in its sole and exclusive discretion, on, in, upon or about the above mentioned property.

Section 10 REPAIRS; ALTERATIONS

- (a) Repairs, replacements or alternations shall be made in accordance with Exhibit E. The cost of repairs, replacement or improvements to the Shared Space shall be apportioned between the parties as provided in Exhibit E.
- (b) Each party shall, at the designated Party(ies) cost and expense keep and maintain in first class appearance, in a condition consistent with the adjacent Science Center Property, both the Demised Premises and Improvements (including, all repairs, replacements and further improvements thereto) and Tenant shall, upon the expiration of the Term, yield and deliver up the Demised Premises and such Improvements in good order, condition and repair, reasonable use and wear excepted.
- (c) In the event that Tenant shall deem it necessary or be required by any governmental authority or applicable law to repair, alter, remove, reconstruct or improve any part of the Improvements, Tenant shall first obtain Landlord's consent thereto, which consent shall not be unreasonably withheld. Any and all such repairs, removals, reconstruction or improvements shall be governed by the provisions of Section 5 in the same manner such provisions governed the original construction of the Improvements. Should the making of such repairs, alterations, removals, reconstructions or improvements cause any interference with Landlord's use of the Shared Space, such interference shall not relieve Landlord from the performance of its obligations hereunder nor shall such interference be deemed an actual or constructive eviction or partial eviction or result in an abatement of rent.

Section 11 DAMAGE AND DESTRUCTION

In the event the Improvements are damaged or destroyed in whole or in part by fire or other casualty during the Term hereof, Tenant shall, at its own cost and expense, repair, replace and restore the Improvements to the same condition such Improvements were in before such casualty. Any and all such repairs, replacements and restorations shall be governed by the provisions of Section 5 in the same manner such provisions governed the original construction of the Improvements. In the event the Science Center Property is damaged or destroyed in whole or in part by fire or other casualty during the Term hereof, Detroit Science Center may, at its own cost and expense, repair, replace and restore the Science Center Property.

In the event that Landlord elects not to repair, replace or restore the Science Center Property, it shall be Landlord's obligation to design and reconstruct the Shared Space and the School Area in a manner approved by Tenant that will restore use thereof to Tenant.

In the event that Tenant elects not to repair, replace or restore the Tenant Space, it shall be Tenant's obligation to design and reconstruct the Shared Space and the DSC Space in a manner approved by Landlord that will restore use thereof to Landlord.

The proportionate share of Operating Expenses paid by Landlord shall be adjusted so as to reflect the actual increase or decrease in the proportion of services provided to Landlord by Tenant until such time as the Improvements are restored to such condition. Landlord shall, at its own cost and expense, remove such of its furniture and other belongings from the Detroit

Science Center Space as the Tenant shall require in order to repair and restore the Improvements. During any reconstruction period, Landlord shall use its reasonable efforts to provide Tenant with alternative space if such space is available.

Section 12 EMINENT DOMAIN

If all of the Demised Premises shall be taken as a result of the exercise of the power of eminent domain (including any private sale in lieu thereof), this Lease shall terminate. In the event that a partial or total taking or sale in lieu thereof renders Tenant's continued operation of the Improvements impractical or impossible, then either Party shall be entitled to terminate this Lease on thirty (30) days prior written notice to the other Party thereto. Any partial taking that affects the continued operations of either Party shall constitute a total taking.

In the event of a partial taking of the Demised Premises which does not result in a termination of this Lease, the Base Rent thereafter to be paid shall be reduced pro-rata in proportion to the square footage of the Demised Premises so taken, and all other charges payable by Landlord for the Shared Space hereunder shall be adjusted pro-rata in proportion to the portion of the Shared Space so taken.

In the event of any taking of any Improvements, Tenant shall be entitled to any and all compensation, damages, income, rent, awards or any interest therein whatsoever which may be paid or made in connection with such taking. Moreover, Landlord shall be entitled to any and all compensation, damages, awards, or any interest therein whatsoever which may be paid or made in connection with any taking of the land comprising the Demised Premises (separate from the Improvements constructed by Tenant thereon), and Tenant shall have no claim against Landlord or the condemning authority for the value of the land. Provided further, that neither Party shall be entitled to any portion of any award made to the other Party for loss of the other Party's business or taking of the other Party's personal property or equipment, or costs of removal and/or relocation of the same and such other Party's attorneys' fees.

Section 13 HAZARDOUS MATERIALS

Tenant shall not use, generate, store, or dispose of, or permit the use, generation, storage or disposal of Hazardous Materials on or about the Demised Premises except in a manner and quantity necessary for the ordinary performance of Tenant's operations and instructional purposes, and then in compliance with all applicable laws, rules, regulations and guidelines. If Tenant breaches its obligations under this Section 13, Landlord may immediately take any and all action reasonably appropriate to remedy the same, including taking all appropriate action to clean up or remediate any contamination resulting from Tenant's use, generation, storage or disposal of Hazardous Materials. Notwithstanding any other provision contained in this Lease to the contrary, Tenant shall defend, indemnify, and hold harmless Landlord and its representatives and agents from and against any and all claims, demands, liabilities, causes of action, suits, judgments, damages and expenses (including reasonable attorneys' fees and cost of clean up and remediation) arising from Tenant's failure to comply with the provisions of this Section 13. This indemnity provision shall survive termination or expiration of this Lease.

The term "Hazardous Materials" means any substance, material, or waste which is now or hereafter classified or considered to be hazardous, toxic, or dangerous under any federal, state or local law, rule, regulation or guideline relating to pollution or the protection or regulation of human health, natural resources or the environment, or poses or threatens to pose a hazard to the health or safety of persons on the Demised Premises.

Section 14 OPTIONS TO PURCHASE; ACQUISITION OF IMPROVEMENTS

- (a) The Science Center Property is currently subject to the lien of a mortgage held by a consortium of banks. Such mortgage was recorded on January 31, 2000 in Liber 33153, beginning on Page 1298, Wayne County Register of Deeds (the "Mortgage"). If the Mortgage is foreclosed upon, Landlord shall provide Tenant with notice thereof. If Landlord shall have the right to redeem the Science Center Property from such foreclosure for a period of time (the "Redemption Period"), Tenant shall have, during the last fifteen (15) days of the Redemption Period, an option to purchase Landlord's right of redemption for One (\$1.00) Dollar and 00/100, provided Landlord has not previously elected to exercise the right of redemption itself. Any such sale of such right of redemption shall be made by a quitclaim deed, without any representation or warranty by Landlord whatsoever.
- (b) If Landlord sells the Science Center Building and Tenant determines, in its discretion, that the use of the Science Center Building is incompatible with the operation of a high performance educational facility, then Tenant reserves the right to relocate, at its sole cost and expense, the entrance location in such a fashion as to create separate entrances for Tenant and the Successor Landlord and to redesign the Shared Space in accordance with Exhibit C.4. The Tenant shall contract for the architectural design incorporating at a minimum construction plans for the separation wall on the First Floor, rework of the fire protection piping with corresponding annunciator, rework of HVAC duct work with appropriate fire dampers, electrical power, lighting, domestic water and gas supplies to HVAC units supporting the Lower Level and First Floor. Upon such occurrence, the proportionate share of Operating Expenses paid by Landlord and Tenant shall be adjusted so as to reflect the actual increase or decrease in the proportion of services consumed by each and the scope of the Tenant Space, Shared Space and DSC Space shall be redefined accordingly.
- (c) If Landlord desires to sell the Science Center Building, Tenant shall have the first option to purchase the Science Center Building at Fair Market Value as provided by Section 4(c) above.

Section 15 ENTRY BY LANDLORD DURING TERM

Landlord and it agents may enter the Improvements at (a) reasonable hours to (i) inspect the same, (ii) determine whether Tenant is complying with all of its obligations hereunder, (iii) supply any services to be provided by Landlord to Tenant hereunder, and (iv) make repairs, alterations or improvements to any portion of the Science Center Building; provided, however,

that all such work shall be done as promptly as reasonably possible and without unreasonably interfering with operations; and (b) immediately, in the case of any emergency or urgency.

Prior to commencement of the Term, Landlord shall provide Tenant with a written list of all persons to whom Landlord has provided keys and/or access to Improvements, and shall update such list as necessary from time to time and re-certify the accuracy of such list. Landlord shall at all times have and retain a key or access card with which to unlock all of the doors in, on or about Improvements; and Landlord shall have the right to use and any and all means which Landlord may deem proper to open said doors in an emergency or urgency in order to obtain entry to Improvements, and any entry to Improvements obtained by Landlord by any of said means, or otherwise, shall not under any circumstances be construed or deemed to be a forcible or unlawful entry into or a detainer of Improvements or an eviction, actual or constructive, of Tenant from the Improvements, or any portion thereof. Notwithstanding the foregoing, Landlord shall have no access whatsoever (except in the case of emergency or urgency) to designated file cabinets, file drawers or other areas containing student records and health records pertaining to Tenant students.

Landlord, Tenant and Operator (as hereinafter defined) shall, from time to time, establish reasonable rules and regulations concerning access.

Section 16 ASSIGNMENT; SUBLETTING

It is further anticipated that Tenant will sublease the Demised Premises and lease the Improvements to one or more operating entities who, from time to time during the Term, shall actually operate the high performance educational facility ("Operator"). The form of such a Lease is attached hereto as Exhibit D and made a part hereof. Landlord hereby consents to such action and the execution and delivery of such Lease or a Lease such as this in all material respects and subject to the terms and conditions of this Section 16, such action shall not require any further consent of Landlord.

As a condition to subleasing the Demised Premises and leasing the Improvements to an Operator, at least thirty (30) days prior thereto, Tenant shall introduce Landlord to the proposed Operator. As a further condition, the proposed Operator shall expressly agree in writing, in a form provided by Landlord for that purpose, to take subject to, and to jointly with Tenant, be bound by and to observe and perform, all of the provisions of this Lease on the part of Tenant to be observed and performed.

Tenant may also freely assign and transfer this Lease, directly or indirectly, to a foundation or charitable organization.

Any other subleasing, assignment or transfer of this Lease of the Demised Premises and/or improvements or any part thereof without the prior written consent of Landlord, which shall not unreasonably be withheld, is hereby prohibited.

Section 17 INSURANCE AND INDEMNIFICATION

- (a) Tenant shall, at its sole cost and expense, during the entire Term of this Lease, procure, pay for and keep in full force and effect or cause the same to be procured, paid for and kept in full force and effect: (i) an occurrence form commercial general liability policy, including insurance against assumed or contractual liability under this Lease with respect to the Demised Premises and the operations of Tenant and any person or entity conducting activities in, on or about the Demised Premises in which the limits with respect to personal liability and property damage in a commercially reasonable amount not less than Ten Million Dollars (\$10,000,000) combined single limit for bodily injury and property damage per occurrence; (ii) special causes of loss property insurance for the full replacement value (without any deductions for depreciation or otherwise) of the Improvements, including business interruption insurance for a period of at least one (1) year; (iii) special extended coverage property insurance, including theft and, if applicable, boiler and machinery coverage, written at a replacement cost value in an adequate amount to avoid coinsurance and a replacement cost endorsement insuring Tenant's trade fixtures, furnishings, equipment, plate glass, signs and personal property of Tenant; (iv) workers' compensation coverage as required by law; and (v) with respect to the construction of Improvements, alterations, improvements and the like required or permitted to be made by Tenant hereunder, contractor's protective liability and builder's risk insurance, in amounts satisfactory to Landlord.
- (b) From time to time during the Term of this Lease, at Landlord's request, Tenant shall at its sole cost and expense, (i) procure, pay for and keep in full force and effect such other insurance as Landlord shall reasonably require, and (ii) increase the limits of such insurance as Landlord shall reasonably require. Any such request by the Landlord to increase the limits of insurance shall be consistent with generally accepted market limits.
- (c) Prior to commencement of the construction of the Improvements and until full completion thereof, Tenant shall secure, pay for and maintain or cause its contractor to secure, pay for and maintain, as the case may be, during construction, the following additional forms of insurance coverage:
 - (i) Workmen's Compensation Insurance statutory limits;
- (ii) Commercial General Liability Insurance (including Contractor's Protective Liability, Completed Operations, Contractual Liability, Explosion and Collapse coverage), with a commercially combined single limit of Ten Million Dollars (\$10,000,000) each occurrence with respect to bodily injury and/or property damage (which coverage may be achieved by using an umbrella liability policy in combination with Tenant's primary liability policy); and
- (iii) Comprehensive Automobile Liability Coverage (including coverage for owned, hired and non-owned automotive equipment) with a reasonable combined single limit of Ten Million Dollars (\$10,000,000) per occurrence for bodily injury and property damage (which coverage may be achieved by using an umbrella liability policy in combination with Tenant's primary liability policy);

(iv). Tenant shall provide a Completed Value Form "All Physical Loss" Builders Risk Policy, as it relates to the Building, naming the interests of Landlord and its agents as additional insured.

All insurance policies referenced in this subsection (c) shall name Landlord and such other parties as reasonably requested by Landlord as additional insured under the policies. Tenant or Tenant's contractor shall deliver the necessary insurance certificates to Landlord prior to commencing work. Further, Tenant agrees to hold and save Landlord from any and all liability, claims and damages arising out of the construction of the Improvements.

- (d) All policies of insurance required to be carried by Tenant pursuant to this Section shall be written by responsible insurance companies licensed to do business in the State of Michigan and with a Best rating of at least A-X. A copy of each paid-up policy evidencing such insurance or a certificate of the insurer, certifying that such policy has been issued, providing the coverage required by this Section and containing provisions specified herein, shall be delivered to Landlord prior to the commencement of the Term and, upon renewals, not less than thirty (30) days prior to the expiration of such coverage (except for notice of ten (10) days for cancellation due to non-payment of the premium). Landlord may, at any time and from time to time, inspect and/or copy any and all insurance policies required to be procured by Tenant hereunder.
- (e) Each policy evidencing insurance required to be carried by Tenant pursuant to this Section shall contain the following provisions and/or clauses: (i) a cross-liability, severability or substantially similar clause; (ii) a provision that such policy and the coverage evidenced thereby shall be primary and noncontributing with respect to any policies carried by Landlord and that any coverage carried by Landlord shall be excess insurance; (iii) a provision including Landlord and such other parties as reasonably requested by Landlord as an additional insured (except with respect to workers' compensation insurance); and (iv) a provision that the insurer will not cancel, materially change or fail to renew the coverage provided by such policy without first giving Landlord thirty (30) days' prior written notice.
- (f) Landlord and Tenant hereby release each other from any liability (by way of subrogation or otherwise) for any injury or death of any person or loss or damage to any building, structure or other tangible property, or any resulting loss of income, or losses under workers' compensation laws and benefits, resulting from damage by casualty (irrespective of the cause of such casualty) to the extent that such injury, death, loss or damage is insured or required to be insured by such Landlord or Tenant, as the case may be, under this Lease. Upon or before the execution of this Lease, each Party shall obtain an express waiver of subrogation from their respective insurers.
- (g) Throughout the Term, Landlord shall maintain insurance against public liability for injury to person (including death) or damage to property arising out of the use of the Science Center Property. Throughout the Term, Landlord also agrees to keep in effect on the Science Center Property, property physical damage insurance in an amount not less than the replacement cost of the Science Center Building. Landlord may, at its option, also carry special

endorsements, including, but not limited to, endorsements relating to power surges from any source whatsoever. All costs for such insurance shall be the sole responsibility of Landlord. Tenant shall be an additional named insured upon all such policies maintained by Landlord. Upon request, Landlord will furnish Tenant with copies of all such policies and certificates of insurance evidencing that such policies remain in full force and effect.

- (h) Subject to subsection (f) above, Tenant shall defend, indemnify and hold harmless, Landlord and it's agents, directors, employees, officers, trustees, employees and representatives from and against all claims, demands, liabilities, causes of action, suits, judgments, damages and expenses (including reasonable attorneys fees) arising from any injury to or death of any person or any damage to or theft, destruction, loss or loss of use of any property (a) occurring on, about or within the Demised Premises or Improvements; (b) occurring on, about or within the Science Center Property to the extent caused by the negligence or willful misconduct of Tenant or Operator or their agents, contractors, employees, licensees, guests, invitees, patrons, students, suppliers and any other person claiming under Tenant or Operator; (c) relating in any way to the Demised Premises or Improvements; or (d) arising from any breach or default of any obligation of Tenant or Operator under this Lease. The provisions of this subsection shall survive the expiration or termination of this Lease.
- (i) Subject to subsection (f) above, Landlord shall defend, indemnify and hold harmless, Tenant and Operator and their respective agents, directors, employees, officers, trustees, employees and representatives from and against all claims, demands, liabilities, causes of action, suits, judgments, damages and expenses (including reasonable attorneys fees) arising from any injury to or death of any person or any damage to or theft, destruction, loss or loss of use of any property (a) occurring on, about or within the Science Center Property; (b) occurring on, about or within the Demised Premises or Improvements to the extent caused by the negligence or willful misconduct of Landlord or it's agents, contractors, employees, licensees, guests, invitees, patrons, students, suppliers and any other person claiming under Landlord; (c) relating in any way to the Science Center Property; or (d) arising from any breach or default of any obligation of Tenant or Operator under this Lease. The provisions of this subsection shall survive the expiration or termination of this Lease.

Section 18 EVENTS OF DEFAULT

The occurrence of any one or more of the following events (each hereinafter referred to as an "Event of Default") shall constitute a breach of this Lease by Tenant: (a) if Tenant shall fail to pay the Base Rent or any other sum when and as the same becomes due and payable and such failure shall continue for more than thirty (30) days after written notice thereof is given by Landlord; (b) if Tenant shall be in breach or default of any other provision of this Lease and any such breach or default for more than thirty (30) days after written notice thereof is given by Landlord; or (c) if the Improvements are abandoned, vacated or not used as a high performance educational facility for a period of more than forty-eight (48) continuous months.

In the event that Landlord gives notice of a breach or default of such a nature that it cannot be cured by Tenant within such thirty (30) day period for reasons beyond Tenant's control, then such breach or default shall not be deemed to continue so long as Tenant, immediately after receiving such notice, proceeds to cure the breach or default within such thirty (30) day period and thereafter, continues to diligently take all steps necessary to cure such breach or default within a period of time which, under all prevailing circumstances, shall be reasonable.

Section 19 REMEDIES

If any Event of Default shall occur and not be cured during any applicable cure period, Landlord, as its sole remedy, may elect, in the sole and unfettered discretion of Landlord, to purchase the improvements at Fair Market Value, as provided by Section 4(c) above.

Notwithstanding anything to the contrary contained in this Lease, it is understood and agreed that the remedies set forth in this Section shall be Landlord's sole remedies upon an Event of Default by Tenant, and in no event shall Tenant be liable in damages to Landlord (except for the payment of amounts otherwise required to be paid by Tenant to Landlord hereunder).

In the event of a default by Landlord of its obligations hereunder, the sole remedies of l'enant shall be to terminate this Lease and /or, in the case of the covenant set forth in Section 22 hereof, to seek specific performance thereof, and in no event shall Landlord be liable in damages to Tenant (except for the payment of amounts otherwise required to be paid by Landlord to or on behalf of Tenant hereunder).

Section 20 ESTOPPEL CERTIFICATE; NON-DISTURBANCE

At any time and from time to time on not less than thirty (30) days prior written request by Landlord, Tenant will execute, acknowledge or deliver to Landlord a certificate indicating (a) that this Lease is unmodified and in full force and effect (or, if there have been modifications, that this Lease is in full force and effect, as modified, and stating the date and nature of each modification), (b) the date, if any, to which Base Rent and other sums payable hereunder have been paid, (c) that no notice has been received by Tenant of any default which has not been cured, except as to defaults specified in said certificate, and (d) such other matters as may be reasonably requested by Landlord. Any such certificate may be relied upon by any prospective mortgagee or transferee of Landlord's interest in the Demised Premises or the Science Center Property. Notwithstanding the foregoing, Tenant may condition such estoppel certificate upon receipt of a non-disturbance and attornment agreement from such mortgagee or transferee, in which such mortgagee or transferee shall agree in writing to recognize this Lease and to assure that Tenant's peaceable possession of the Demised Premises and its rights under this Lease shall not be diminished and that so long as the Tenant is not in breach hereof, the holders of such interests will not disturb or otherwise interfere with the rights and interests of Tenant as created hereby until termination of this Ground Lease and Joint Use Agreement.

Section 21 LANDLORD'S TRANSFER

Landlord may sell or transfer any or all of the right title and interest of Landlord in the Demised Premises, this Lease and/or the Science Center Property (subject to this Lease) and upon doing, Landlord shall be released from any further liability under this Lease.

Section 22 COVENANT OF QUIET ENJOYMENT

Providing that Tenant performs its obligations under this Lease, Tenant may peacefully and quietly enjoy the Demised Premises during the Term of this Lease without disturbance or molestation by Landlord or anyone claiming through or under Landlord, subject to the terms of this Lease.

Section 23 RECORDING MEMORANDUM OF LEASE

At the request of Tenant, and at no cost to Landlord, Landlord shall execute a memorandum of lease, in recordable form, for purposes of making Tenant's leasehold interest hereunder a matter of public record.

Section 24 NO MERGER

There shall be no merger of the leasehold estate hereby created with the fee estate in the Demised Premises or any part thereof if the same person acquires or holds, directly or indirectly, this Lease or any interest in this Lease and the fee estate in the Demised Premises or any interest in such fee estate.

Section 25 LIABILITY OF LANDLORD

If Landlord fails to perform any covenant, term or condition of this Lease upon Landlord's, part to be performed, and if as a consequence of such default Tenant recovers a money judgment against Landlord, such judgment shall attach to and be satisfied only from the right, title and interest of Landlord in the Demised Premises.

Section 26 LANDLORD'S FEES

Whenever Tenant requests Landlord to take any action not required of it hereunder or give any consent required or permitted under this Lease, Tenant will reimburse Landlord for Landlord's reasonable, out-of-pocket costs payable to third parties and incurred by Landlord in reviewing the proposed action or consent, including reasonable attorneys', engineers' or architects' fees, within ten (10) days after Landlord's delivery to Tenant of a statement of such costs. Tenant shall be obligated to make such reimbursement without regard to whether Landlord consents to any such proposed action.

Section 27 ATTORNEYS' FEES

If as a result of any breach or default in the performance of any of the provisions of this Lease by either Party, the other Party uses the services of any attorney in order to: (a) secure compliance with such provisions or recover damages therefor; (b) recover the amounts required under this Lease; or (c) terminate this Lease; the Party against whom such action is taken shall reimburse the other Party upon demand for any and all reasonable attorneys' fees and expenses so incurred by such other Party.

Section 28 BROKERAGE

Neither Landlord nor Tenant has dealt with any broker or agent in connection with the negotiation or execution of this Lease. Tenant and Landlord shall each indemnify the other against all costs, expenses, attorneys' fees, liens and other liability for commissions or other compensation claimed by any broker or agent claiming the same by, through, or under the indemnifying party.

Section 29 NOTICES

All notices, consents, requests, demands, designations or other communications which may be or are required to be given by either Party to the other hereunder shall be in writing and shall be deemed to have been duly given when personally delivered, sent by a recognized overnight delivery service or when deposited in the United States mail, certified or registered, postage prepaid, and addressed as follows: (a) to Tenant at the address set forth in the first paragraph of this Lease, or to such other place as Tenant may from time to time designate in a written notice to Landlord; or (b) to Landlord at the address set forth in the first paragraph of this Lease, or to such other place as Landlord may from time to time designate in a written notice to Tenant.

Section 30 WAIVER

The waiver by Landlord or Tenant of any agreement, condition or provision herein contained shall not be deemed to be a waiver of any subsequent breach of the same or any other agreement, condition or provision herein contained, nor shall any custom or practice between the Parties in the administration of the terms hereof be construed to waive or to lessen the right of either Party to insist upon the performance by the other of the terms hereof in strict accordance with said terms.

Section 31 INABILITY TO PERFORM

Other than for Tenant's obligations under this Lease that can be performed by the payment of money, whenever a period of time is herein prescribed for action to be taken by either Party hereto, such Party shall not be liable or responsible for, and there shall be excluded from the computation of any such period of time, any delays due to strikes, riots, acts of God, shortages of labor or materials, war, terrorist acts or activities, governmental laws, regulations, or restrictions, or any other causes of any kind whatsoever which are beyond the control of such Party.

Section 32 CORPORATE AUTHORITY

Each Party executing this Lease does hereby covenant and warrant that such Party is a duly authorized and existing Michigan non-profit corporation and that such corporation has full right and authority to enter into this Lease and perform the obligations of such corporation hereunder, and that each and all persons signing on behalf such corporation is authorized to do so.

Section 33 PARTIAL INVALIDITY

If any provisions of this Lease shall be determined to be illegal or unenforceable, such determination shall not affect any other provisions of this Lease and all such other provisions shall remain in full force and effect.

Section 34 ENTIRE AGREEMENT

This Lease and the exhibits hereto represent the entire agreement between the Parties with respect to the subject matter hereof. There are no oral agreements between Landlord and l'enant affecting this Lease, and this Lease supersedes and cancels any and all previous agreements, arrangements, negotiations, proposals, term sheets and understandings, if any, between Landlord and Tenant with respect to the subject matter of this Lease. There are no representations or warranties between Landlord and Tenant other than those contained in this Lease, if any, and all reliance with respect to any representations or warranties is solely upon such representations. This Lease may not be amended except in a written instrument signed by both Landlord and Tenant.

Section 35 CAPTIONS

The captions set forth herein are for convenience only, and do not represent or constitute matter to be construed.

Section 36 SUCCESSORS AND ASSIGNS

The agreements, conditions and provisions herein contained shall, subject to the provisions as to assignment, set forth in Section 16 hereof, apply to and bind the heirs, executors, administrators, successors and permitted assigns of the Parties hereto.

Section 37 LAWS OF MICHIGAN

This Lease shall be governed by and construed pursuant to the laws of the State of Michigan without regard to choice of law principles that would require application of the laws of any other jurisdiction.

IN WITNESS WHEREOF, the Parties hereto have executed this Lease on the 12th day of December, 2007.

| WI | TN | ESS | ES |
|----|----|-----|----|
| | | | |

LANDLORD:

THE DETROIT SCIENCE CENTER, a Michigan non-profit corporation

Pell Pleter

S: PRESIDENT & CEO

TENANT:

TEF-FIVE, LLC,

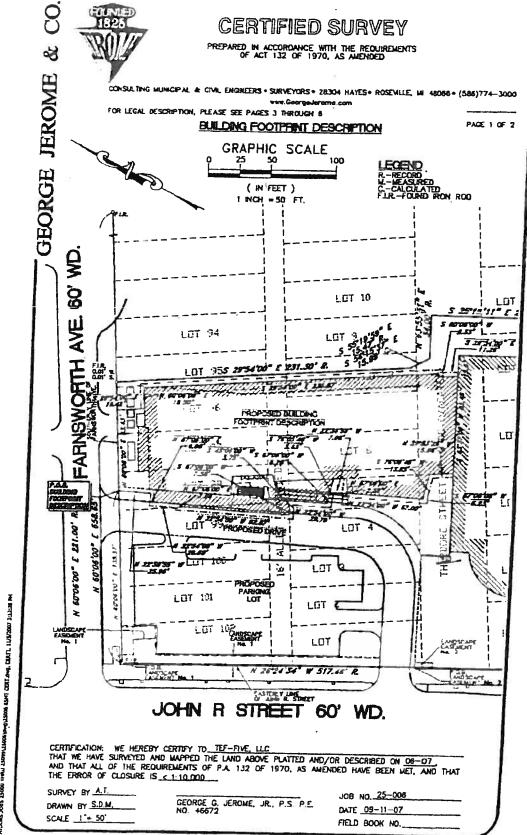
a Michigan limited liability company

Robert 1. Seren. T

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EXHIBIT A

SURVEY





CERTIFIED SURVEY

PREPARED IN ACCORDANCE WITH THE REDUREMENTS OF ACT 132 OF 1970, AS AMENDED

CONSIL TING MUNICIPAL & CIVIL ENGINEERS • SURVEYORS • 28304 HAYES • ROSEVALE, MI 48066 • (586)774—3000

LEGAL DESCRIPTION OF PROPERTY

PAGE 2 OF 2

BUILDING FOOTPRINT DESCRIPTION

A parcal of land being part of Lots 95 through 98 and the vacated alley at the rear, thereof, "Fornsworth's Subdivision of Park Lots 38 and 38", as recorded in Liber 1, Page 18, of Waysre Caunty Records, and also being a part of Lots 5, 6, 7 and 8 and vacated Theodore Avenue adjacent thereto of "Elsen L. Wallace's Subdivision of part of the south half of Park Lot 38", as recorded in Liber 8, Page 54 of Wayne County Records, at of the shows being in the City of Detroit, Wayne County, Michigan, and being more particularly described as follows:

Commencing at the northwesterty corner of Lot 102 of seld Fornsworth's Subdivision, said point also being the intersection of the southerly line of Fornsworth Avenue, 60 feet wide, with the casterly line of John R. Street, 60 feet wide, thence North 60 degrees 08 minutes 00 seconds East 135.57 feet along the southerly line of said Fornsworth Avenue to the Point of Beginning of Inls Parcei;

Theres continuing North 60 degrees 06 minutes 00 seconds East 63.43 feet along the southerly line of said Fornsworth Avenue;

Thence South 29 degrees 54 minutes 00 seconde East 19.42 feet

Thence North 60 degrees 06 minutes 00 seconds East 19.50 feet;

Thence South 29 degrees 54 minutes 00 seconds East 236.87 feet;

Thence South 60 degrees 06 minutes 00 seconds West 2.33 fest;

Thereas South 29 degrees 54 minutes 00 seconds East 11.25 feet to a point on the northerly line of the existing Detroit Science Center Building:

Thence along sold building line South 63 degrees 37 minutes 08 seconds West 82.48 feet;

Thence North 29 degrees 53 minutes 25 seconds West 15.86 feet;

Thance South 76 degrees 05 minutes 48 seconds West 13.85 feet;

Thence South 67 degrees 06 minutes 00 seconds West 6.23 feet;

Thence North 22 degrees 54 minutes 00 seconds West 67.00 feet;

Thence North 67 degrees 06 minutes 00 seconds East 2.58 feet;

Thence North 22 degrees 36 minutes 59 seconds West 7.06 feet;

Thence South 76 degrees 05 minutes 48 seconds West 5.63 feet;

Theree South 67 degrees 06 minutes 00 seconds West 6.26 feet;

Thence North 22 degrees 54 minutes 00 seconds West 29.79 feet; Thence South 45 degrees 06 minutes 00 seconds West 3.75 feet;

Thence South 67 degrees 06 minutes 00 seconds West 7.58 feet

Thence North 22 degrees 54 minutes 00 seconds West 92.87 feet;

Thence North 67 dagrees 06 minutes 00 seconds East 1.86 feet;

Thence North 22 degrees 54 minutes 00 seconds West 20.68 feet;

Thence North 67 degrees 06 minutes 00 seconds East 9.86 feet;

Thence North 22 degrees 38 minutes 55 seconds West 25.96 feet to the Point of Beginning of this description.

Containing 0.594 acres, more or less,

SURVEY BY A.T DRAWN BY S.D.M. SCALE 1'= 50'

2005

JOB NO. 25-008 DATE 09-11-07

FIELD BOOK NO._

CERTIFIED SURVEY PREPARED IN ACCORDANCE WITH THE REDUREMENTS OF ACT 132 OF 1970, AS AMENDED GEORGE JEROME CONSULTING NUNICIPAL & CIVIL ENGINEERS . SURVEYORS . 28304 HAYES . ROSEVILLE, M. 48086 . (588)774-3000 www.Georgalisrome.com DRIVE AND PARKING LOT EASEMENTS PAGE 1 OF 3 GRAPHIC SCALE (IN FEET) ALCULATED --FOUND FRON ROO 1 INCH = 50 FT. Š 8 LOT 10 LOT \$ 25'15'11" E AME LOT 94 0.01 5400° E 231.30° LOT 36 PROPOSED BUT THAT 1.0 650.65 3 PHOPOSED DRIVE EASEMENT 60'06'00" E 221.00' RRIL & IND. 00,00,00 PROPOSED PARKING

> S ASTORY LINE JOHN R STREET 60'

252434 W 517 46 R

CERTIFICATION: WE HEREBY CERTIFY TO TEF-FIVE, LLC
THAT WE HAVE SURVEYED AND MAPPED THE LAND ABOVE PLATTED AND/OR DESCRIBED ON 06-07
AND THAT ALL OF THE REQUIREMENTS OF P.A. 132 OF 1870, AS AMENDED HAVE BEEN MET, AND THAT
THE ERROR OF CLOSURE IS < 1:10.000

LOT CASEMENT

SURVEY BY A.T. DRAWN BY S.D.M. SCALE 1"= 50"

₹

JOB NO 25-008 DATE 09-11-07

3

AND AND

FIELD BOOK NO.

HAMPADOS ESMT CENTAMA, CENTA, LASAROD MINIO PA

CUDBS/1085



CERTIFIED SURVEY

PREPARED IN ACCORDANCE WITH THE REQUIREMENTS OF ACT 132 OF 1970, AS AMENDED

CONSULTING MUNICIPAL & CIVIL ENGINEERS . SURVEYORS . 2830+ HAYES . ROSEVILLE, M. 48066 . (586)774-3000 www.George.broke.com

LEGAL DESCRIPTION OF PROPERTY

PAGE 2 OF 3

DRIVE EASEMENT

A parcel of land being part of Lote 98 through 100 and the vocated alley at the rear thereof, "Famsworth's Subdivision of Park Late 38 and 39", as recorded in Liber 1, Page 18, of Wayne County Records, and also being a part of Lote 1 through 5 and vocated Theodore Avenue adjacent thereto of Ellen L. Wallace's Subdivision of part of the south half of Park Lot 38", as recorded in Liber 8, Page 54 of Wayne County Records, all of the above being in the City of Detroit, Wayne County, Michigan, and being more particularly described as follows:

Commencing at the northwesterly comer of Lot 102 of said Fornsworth's Subdivision, said point also being the intersection of the southerly line of Fornsworth Avenue, 50 feet wide, with the costerty line of John R. Street, 60 feet wide, thence North 60 degrees 06 minutes 00 seconds East 104.01 feet along the southerly line of said Fornsworth Avenue to the Point of Beginning of this Easement;

Thence continuing North 60 degrees 06 minutes 00 seconds Exst 34.47 feet along the southerly line of said Farnsworth Avenue;

Thence along the proposed vesterly building face and it's extension, the following five courses, South 22 degrees 54 minutes 00 seconds East 88.98 feet;

Thence North 67 degrees 06 minutes 00 seconds East 14.74 fest;

Thence South 29 degrees 54 minutes 00 seconds East 31.72 feet;

Thence South 45 degrees 06 minutes 00 seconds West 5.68 feet:

Thence South 29 degrees 54 minutes 00 seconds East 54.00 feet;

Thence South 67 degrees 06 minutes 00 seconds West 20.47 feet;

Thence South 22 degrees 36 minutes 59 seconds East 10.74 feet to a point on a langest curve to the right;

Thence along said curve to the right 68.89 feet, said curve having a radius of 64.00 feet, a control angle of 61 degrees 40 minutes 40 seconds, and a chard which bears South 08 degrees 13 minutes 21 seconds West a distance of 65.62 feet to a point on a nontangential line;

Thence South 64 degrees 15 minutes 25 seconds West 88.89 feet to α point on the easterly line of solid John R. Street:

Thence along said easterly line of John R. Street North 26 degrees 24 minutes 34 seconds West 28.41 feet;

Thence North 64 degrees 15 minutes 25 seconds East 61.50 feet to a point on a tangential curve to the left;

Thence along said curve to the left a distance of 45.49 feet, said curve having a radius of 30.00 feet, a central angle of 86 degrees 52 minutes 32 seconds, and a chard which bears North 20 degrees 49 minutes 05 seconds East a distance of 41.25 feet to a tangential line;

Thence North 22 degrees 37 minutes 11 seconds West 182.09 feet to the Point of Beginning of this Easement.

Containing 0.274 acres, more or less.

SURVEY BY A.T.

DRAWN BY SO.M.

SCALE _1" - 50"

JOB NO. 25-008 DATE 09-11-07

FIELD BOOK NO.

DBS 25000 THFU 2509FLEXON,SHIPLESCON ESHT CZRT.AMP. LEGALJ, 1477ZB37 LENESG7 PM



CERTIFIED SURVEY

PREPARED. IN ACCORDANCE WITH THE RECRIREMENTS OF ACT 132 OF 1970, AS AMENDED

CONSULTING WUNICIPAL & CIVIL ENGINEERS • SURVEYORS • 28304 HAYES • ROSEVILLE, M 48086 • (586)774-3000

were.George-Jerome.com

LEGAL DESCRIPTION OF PROPERTY

PAGE 3 OF 3

PARKING LOT EASEMENT

A parcel of land being a part of Lots 99 through 102 and the vacated alloy at the rear thereof, of "Farnasacrth's Subdivision of Park Lots 38 and 39", as recorded in Liber 1, Page 16, of Wayne County Records, and also being a part of Lots 1 through 4 and vacated Theodore Avenus adjacent thereto of "Elsen L. Wallace's Subdivision of part of the south half of Park Lot 38", as recorded in Liber 8, Page 54 of Wayne County Records, at of the above being in the City of Detroit, Wayne County, Michigan, and being more particularly described as follows:

Commencing at the northwesterly corner of Lot 102 of sold Fornsworth's Subdivision, sold point also being the intersection of the southerly line of Fornsworth Avenue, 60 feet wide, with the easterly line of John R. Street, 60 feat wide, thence North 60 degrees 06 minutes 00 seconds East 28.78 feet along the southerly line of sold Fornsworth Avenue to the Point of Beginning of this Eastment;

Therese continuing North 60 degrees 06 minutes 00 seconds East 75.23 fest along the southerly line of soid Fornsworth Avenue;

Theree South 22 degrees 37 minutes 11 seconds East 182.09 feet to a point on a tangent curve to the right;

There along sold curve to the right a distance of 45.49 feet, sold curve having a radius of 30.00 feet, a central angle of 82 degrees 52 minutes 32 seconds, and a chard which bears South 20 degrees 49 minutes 05 seconds West a distance of 41.25 feet, to a point on a tangent line;

Thence along said line South 64 degrees 15 minutes 25 seconds West 54.00 feet;

Thence North 26 degrees 24 minutes 34 seconds West 175.92 feet;

Thence. North 63 degrees 35 minutes 26 seconds East 22.97 feet

Thence North 29 degrees 54 minutes 00 seconds West 26.63 feet to the Point of Beginning of this Easement.

Containing 0.405 ocres, more or less,

HIVDERIDOS 28000 THRU ZERFIJSKOSIA-KUSOK EDIT CEJIAM, LEGAL LUKZOD JILI:A PH

SURVEY BY A.T.

ORAWN BY S.D.M.

SCALE 1"- 50"

JOB NO. 25-006

DATE 09-11-07

FIELD BOOK NO._

EXHIBIT "A"

LEGAL DESCRIPTION OF MORTGAGED LAND

Land in the City of Detroit, County of Wayne, State of Michigan, described as follows:

Land in the City of Detroit, Wayne County, Michigan, being all of Lots 96 through 102, both inclusive and part of Lot 95 of Farnsworth Subdivision of Park Lot 38 and 39, according to the plat thereof recorded in Liber 1 of Plats, Page 16 of Wayne County Records; Also all of Lots 1 through 7, both inclusive, all of Lots 15 through 19, both inclusive, and part of Lots 8 and 14, of the Ellen L. Wallace's Sub of Part of the South 1/2 of Park Lot 38 between Farnsworth Street and Warren Avenue according to the plat thereof recorded in Liber 8 of Plats, page 54, Wayne County Records, also all of Lots 17 and 18, and part of Lots 19 through 26, both inclusive, of the Plat of Moore & Palmer's Subdivision of Park Lot 37 according to the plat thereof recorded in Liber 3 of Plats, Page 40, Wayne County Records; Also that part of the vacated alleys 16 feet and 17 feet wide and that part of vacated Theodore Street, 50 feet wide, lying within the boundaries more particularly described as: Beginning at the Southwesterly corner of said Lot 17 of said Moore & Palmer's Subdivision, thence along the Easterly line of John R, 60 feet wide, North 26 degrees 24 minutes 34 seconds West, 514.46 feet; thence South along the Southerly line of Farnsworth Avenue, 60 feet wide; North 60 degrees 06 minutes, 00 seconds East, 221.00 feet; thence South 29 degrees 54 minutes 00 seconds East, 231.30 feet; thence South 55 degrees 19 minutes 59 seconds East, 15.47 feet; thence North 63 degrees 55 minutes 51 seconds East, 34.00 feet; thence South 25 degrees 15 minutes 11 seconds East, 260.60 feet; thence along the Northerly line of East Warren Avenue, as widened to 147 feet, South 56 degrees 29 minutes 31 seconds West, 87.91 feet and 117.00 feet along a curve to the right tangent to the last course, said curve having a radius of 1,858 feet, a central angle of 3 degrees 36 minutes 29 seconds and a chord which bears South 58 degrees 17 minutes 45 seconds West, 116.98 feet to a point of tangency being in the Southeasterly corner of said Lot 18 of said Moore & Palmer's Subdivision: thence along the original Northerly line of Warren Avenue, as platted South 60 degrees 06 minutes 00 seconds West, 67.30 feet to the point of beginning.

Commonly known as: 5020 John R Street, Detroit, Michigan.

Tax Item No. 1323.001, Ward No. 1.

EXHIBIT "B"

LEGAL DESCRIPTION OF LEASED PREMISES

[see attached survey prepared by George Jerome & Co. entitled "Building Footprint Description", dated 9-11-07, Job No. 25-006]

ISLOGMETELD 7-3436 Sot268v1

EXHIBIT B

LIMITED GUARANTY OF COMPLETION

As a material inducement to enter into the above Ground Lease and Joint Use Agreement, the undersigned Guarantor hereby unconditionally guarantees the complete and timely performance of the obligation of Tenant to construct the Improvements in the time and manner required by the Ground Lease and Joint Use Agreement, as those terms are defined therein.

IN WITNESS WHEREOF, the undersigned Guarantor has executed this Limited Guaranty of Completion on the 20 day of June , 2008.

WITNESSES:

GUARANTOR:

THE THOMPSON EDUCATIONAL

FOUNDATION, a Michigan non-profit corporation

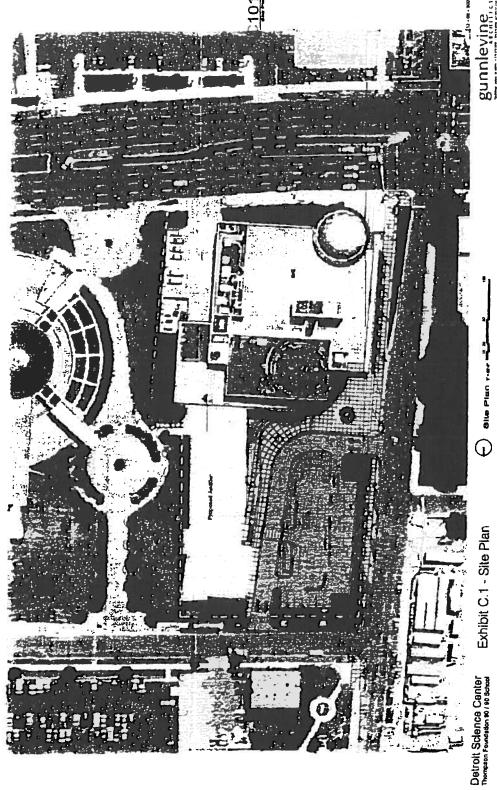
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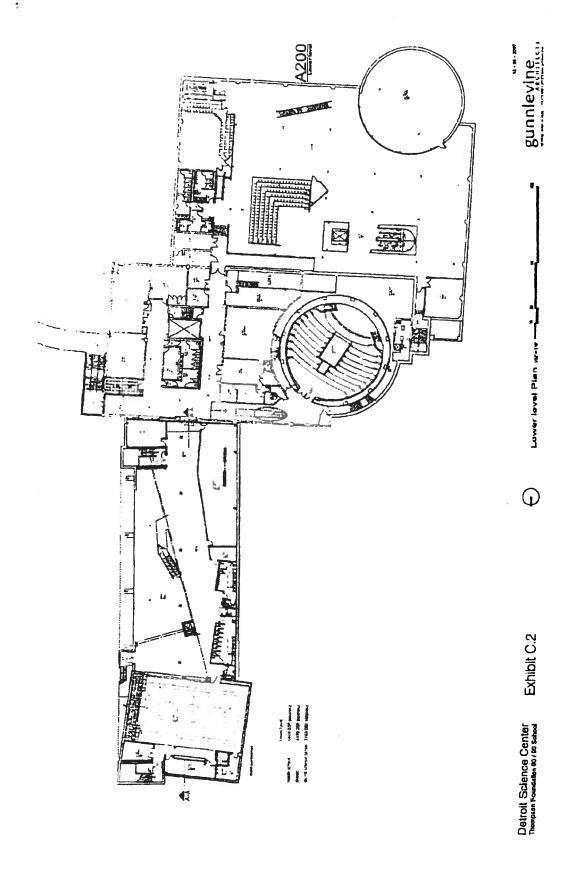
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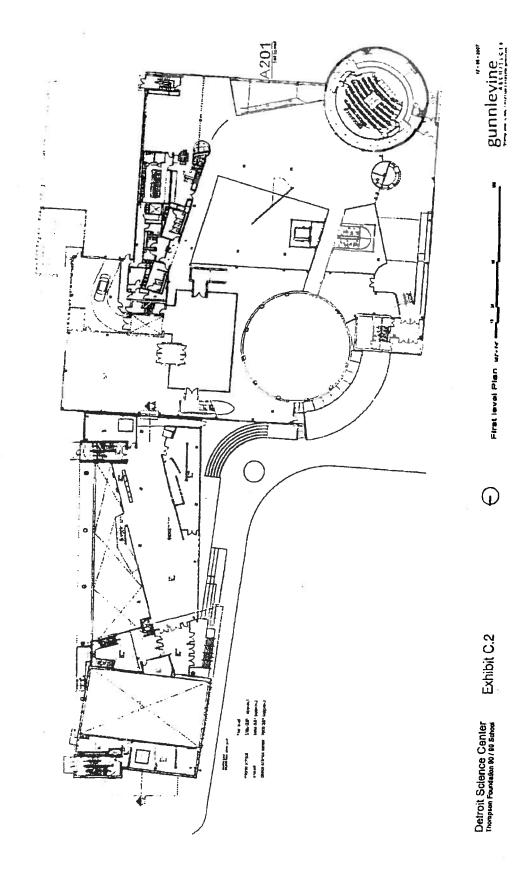
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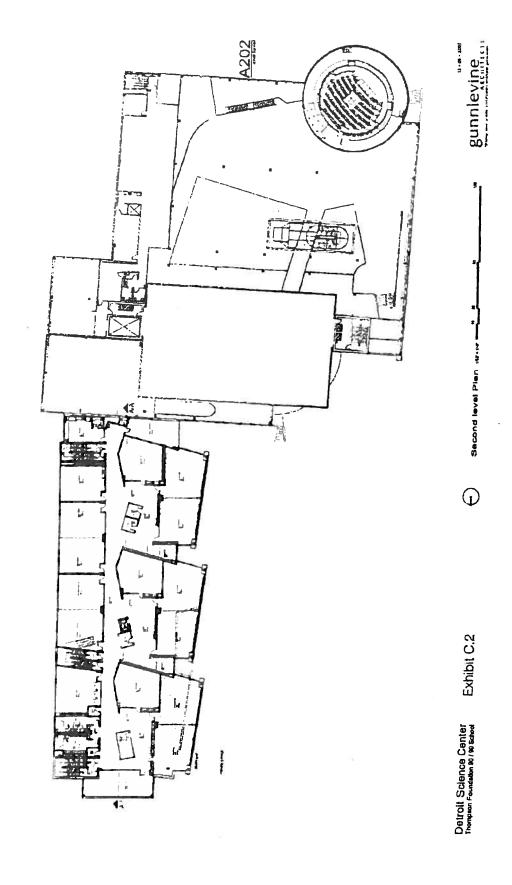
EXHIBIT C

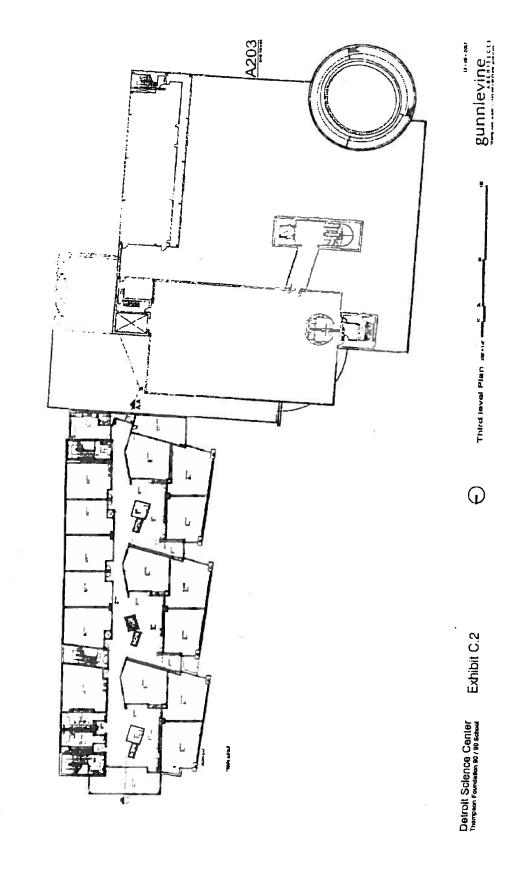
| <u>C.1</u> | SITE PLAN | |
|---------------------------------------|----------------------|---------------------------------|
| C.2 | SCHEMATIC DESIGN | A200 LOWER LEVEL |
| <u> </u> | | A201 FIRST FLOOR PLAN |
| | | A202 SECOND FLOOR PLAN |
| | | A203 THIRD FLOOR PLAN |
| - | | A210 Enlarged Lower Level Plan |
| | | A211 ENLARGED FIRST FLOOR PLAN |
| | | A212 ENLARGED SECOND FLOOR PLAN |
| | | A213 ENLARGED THIRD FLOOR PLAN |
| | | A601 BUILDING SECTION A-A |
| · · · · · · · · · · · · · · · · · · · | | - A210 rough respect of AM |
| C.3 | Intended Use Diagram | |
| | | A211 FIRST FLOOR PLAN |
| | 9/4-1 | A212 SECOND FLOOR PLAN |
| | | A213 THIRD FLOOR PLAN |
| | | A601 BUILDING SECTION A-A |
| C.4 | SEPARATION DIAGRAMS | A210 LOWER LEVEL PLAN |
| <u> </u> | | A211 FIRST FLOOR PLAN |
| | | A212 SECOND FLOOR PLAN |
| | | A213 THIRD FLOOR PLAN |
| | | A601 BUILDING SECTION A-A |

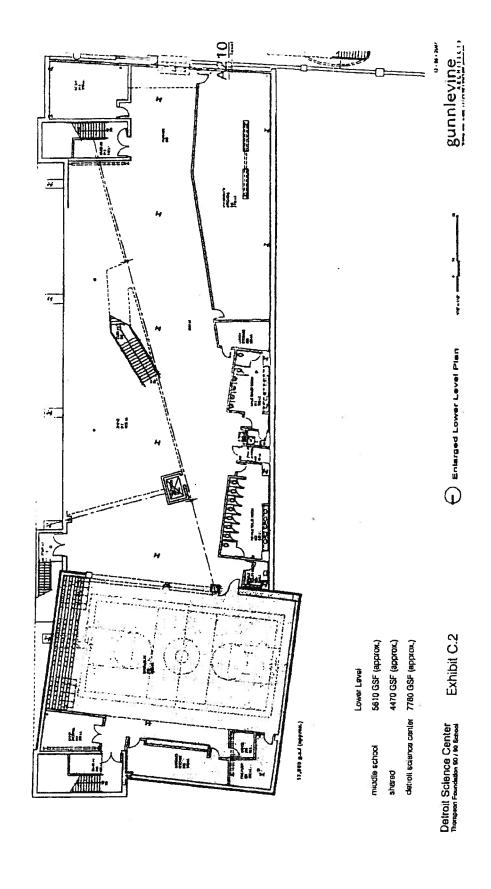




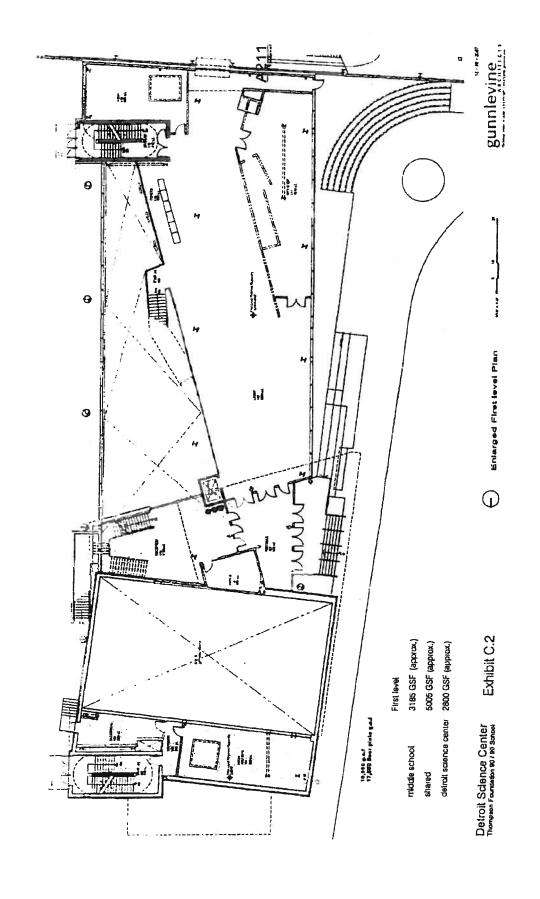


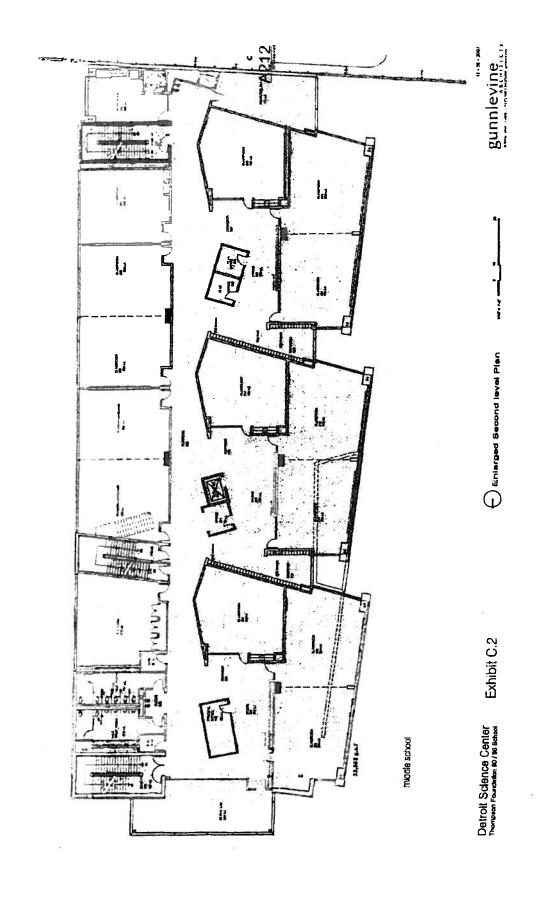


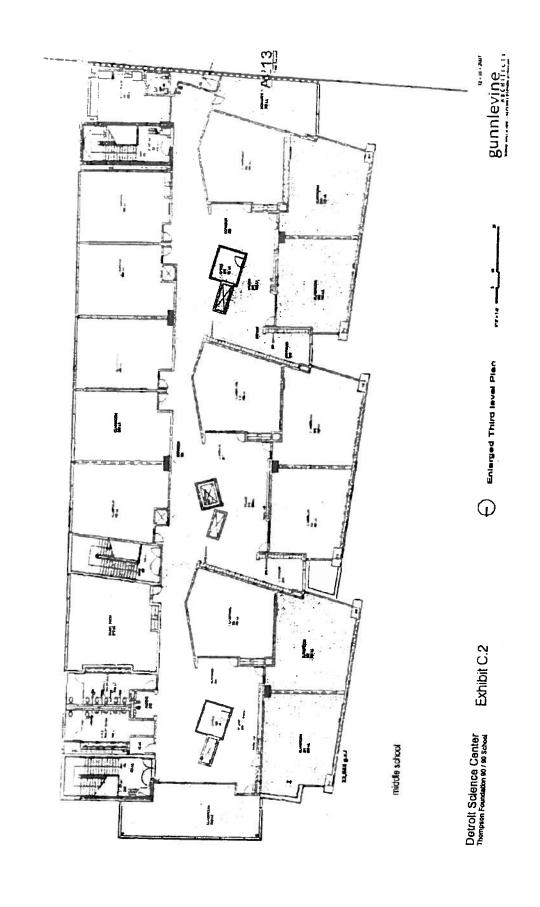


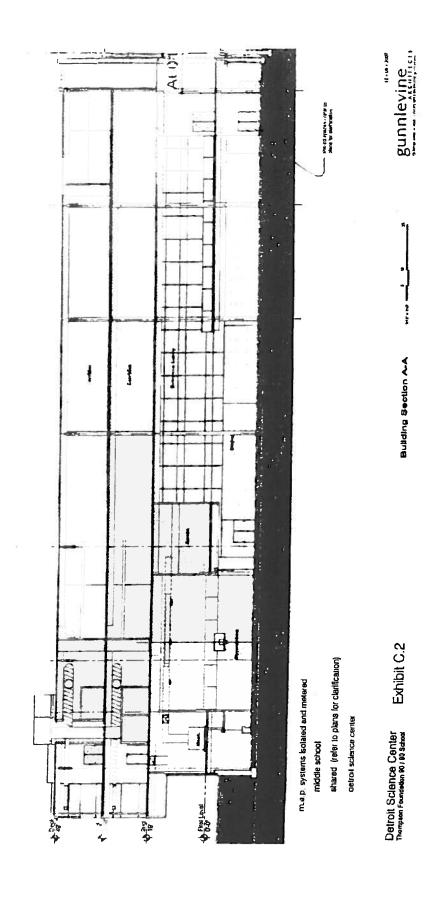


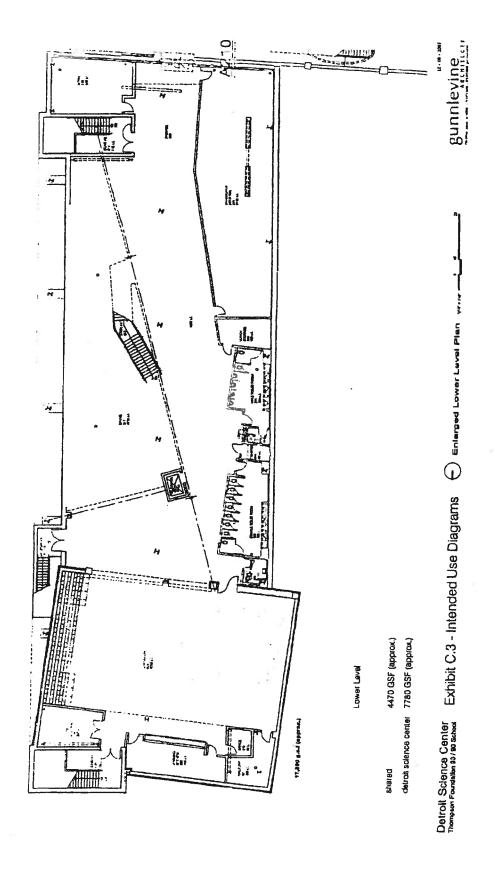
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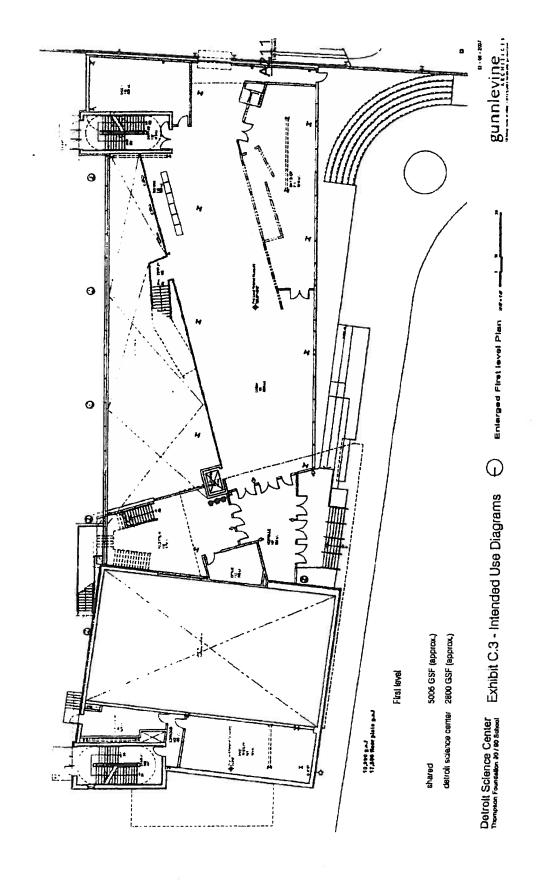






Exhibit C.3 - Intended Use Diagrams Detroit Science Center thempson Foundation 80 / 90 School

Enlarged Third level Plan

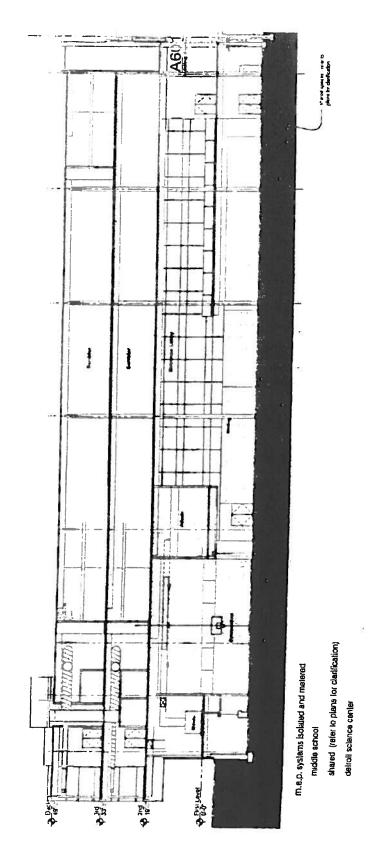


Exhibit C.3 - Intended Use Diagrams Detroit Science Center Thompson Foundation 80 / 90 School

Bullding Section A-A ware

gunnlevine.

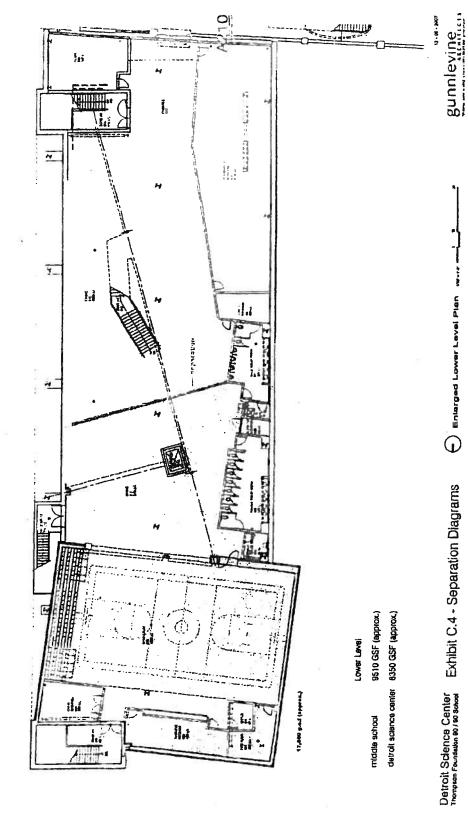
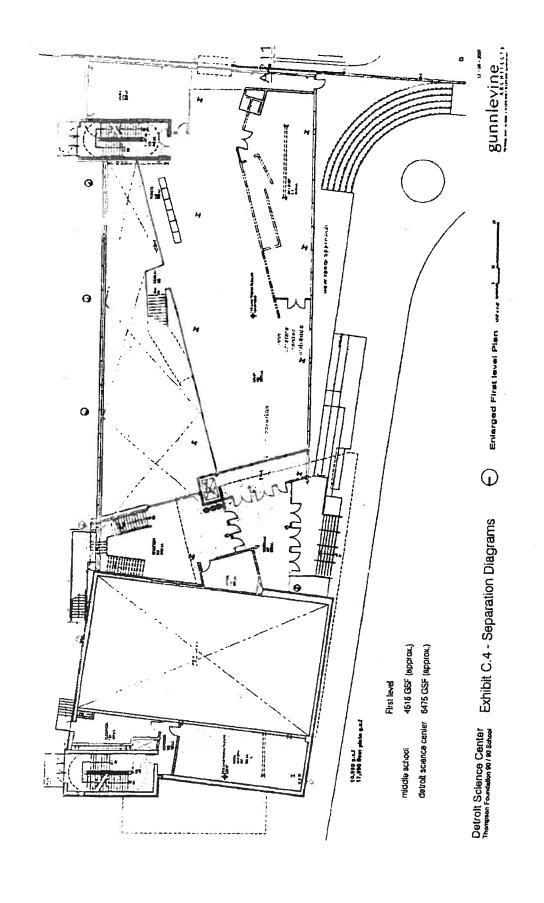
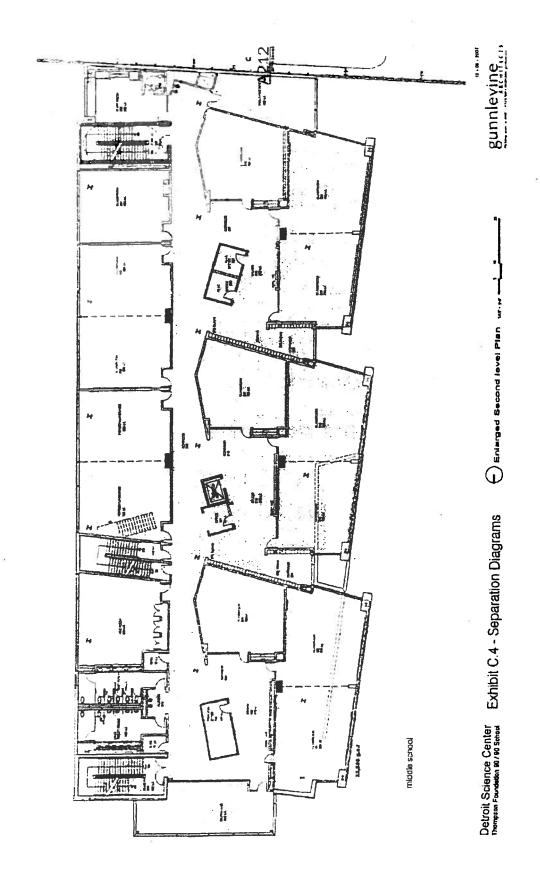
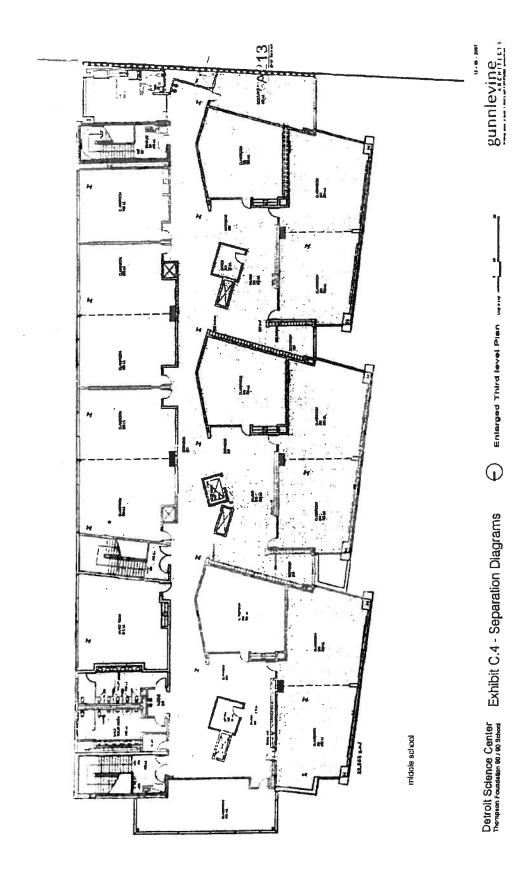


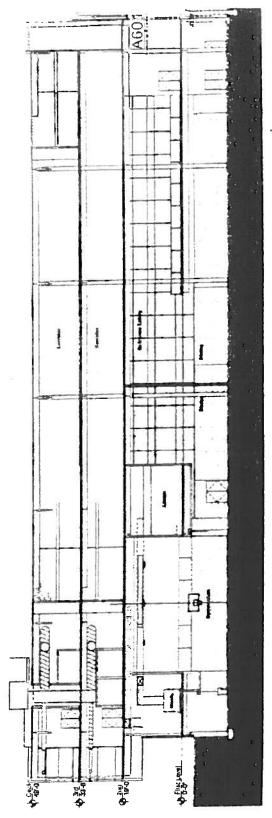
Exhibit C.4 - Separation Diagrams Detroit Science Center Thompson Feuntation 80 / 80 School

Enlarged Lower Level Plan were









m.e.p. systems isolated and metered detroit science center middle school

Detroit Science Center Exhibit C.4 - Separation Diagrams

Building Section A-A wait

gunnlevine

EXHIBIT D

FORM OF SUB-LEASE

EXHIBIT E Operation, Maintenance, Repair and Replacement Expense Allocation Table



| Obligated Party TEF DSC Electrical Mechanical, Ventidation and Healing System 1 100% Service Gymnasium and North and of First Floor Classroom Floors 2 and 3 System 1 100% Service Developed Process 2 and 3 System 1 100% Service Developed Process 2 and 3 System 1 100% Service Developed Process 2 and 3 System 1 100% Service Developed Process 2 and 3 System 1 100% Service Developed Process 2 and 3 System 1 100% Service Developed Process 2 and 3 System 1 100% Service Lower level and Main Floor excluding designated Service Developed Process 2 and 3 System 1 100% Service Lower level and Main Floor Service Development Process 2 and 3 System 1 100% Service Lower level and Main Floor Service Development Process 2 and 3 System 1 100% Service Lower level and Main Floor Service Development Process 2 and 3 System 1 100% Service Lower level and Main Floor Service Development Process 2 and 3 System 1 100% Service Lower level and Main Floor Service Development Process 2 and 3 System 1 100% Service Development Process 2 and 3 System 1 100% Service Development Process 2 and 3 Service Lower level and Main Floor Service Development Process 2 and 3 Service Development Process 2 and 3 Service Lower Level and Floor Service Development Process 2 and 3 Service Lower Invest Development Process 2 As required under terms of Ground Lease No. No shared belocome services anticipated No. No shared belocome services | i | TEF FIVE, LLC / Detroit Science Operating Expense Allocation | Center | | EXHIBIT E Ground Lease between Detroit Science Center and TEF-FIVE. | |
|--|-------|--|-----------|--------|--|----------------|
| Description | 7 | Operation, Maintenance, Repair a | nd Replac | ement | | Exhl |
| Indifferent System 1 100% Service Cymnesium and North end of First Floor | | | | | | |
| System II 10% Clasarcom Floors 2 and 3 Service Lower level (exclude gym and kitchen), Main Floor excluding designated System IV 10% Lower Lovel DSC Kitchen Equipment 10% Service Lower level and Main Floor 10% Lower Lovel DSC Kitchen Equipment 10% 10% Lower Lovel DSC Kitchen Equipment 10% | + | Electrical, Mechanical, Ventilation | | | | T |
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| System III 25% 74% schools page 26 System IV Cleaning 26% 74% schools Kirchen Equipment 100% Lower Level DSC Kirchen Equipment 100% Lower Level and Main Floor Ribbish norease Removal Sow 75% Kirchen Gresse Removal Driveway and Building Entry Parking Lot 10% Sow 90% lot General Landscaping & Maintenance Parking lot line painting Parking lot line painting Parking lot line painting Parking lot line painting 10% Sow Prorate allocation based on parking space allocation 8.3% [4 spaces in 41 space of lower level and Main Floor Parking lot line painting Parking lot line painting Parking lot 10% Sow Prorate allocation based on parking space allocation 8.3% [4 spaces in 41 space of lower level allocation based on parking space allocation 8.3% [4 spaces in 41 space of lower level allocation based on parking space allocation 8.3% [4 spaces in 41 space of lower level allocation based on parking space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level and remaining space allocation 8.3% [4 spaces in 41 spaces of lower level 8.3% [4 spaces in 41 spaces of lower level 8.3% [4 spaces in 41 spaces of lower level 8.3% [4 spaces in 41 spaces of lower level 8.3% [4 spaces in 41 spaces spaces of lower level 8.3% [4 spaces in 41 spaces spaces of lower level 8.3% [4 spaces in 41 spaces spaces of lower level 8.3% [4 spaces in 41 spaces spaces spaces spaces spaces spaces spaces spaces spaces | | | 100% | 973 | Classroom Floors 2 and 3 | _ |
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| Internal driveway 50% 50% 50% 50% 50% 50% 50% 50% 50% 50% | I | Parking lot | | | | ١. |
| Curbs 50% 50% 50% 50% 50% 50% 50% 50% 50% 50% | L | | | | space lot | _ |
| Walkways 50% 50% | E | Internal driveway | | | | _ |
| Storm drainage 50% 50% Some Storm drainage 30% 50% 50% Some Storm drainage 30% 50% 50% 50% 50% 50% 50% 50% 50% 50% 5 | K | Curbs | | | | |
| Sanitary sewer and water Services will metered separately for kitchen area. Shared allocation cost based on capacity requirements for school assuming days of occupancy and number of students. Solvations of the students of the students of the students of the students of the students. Solvation of the students of th | ŀ | Valkways | | | | |
| Gutters and down spouts, etc 100% 50% students Floring 100% 100% 100% 100% 100% 100% 100% 100 | E | Storm drainage | 50% | 50% | | ' |
| Gutters and down spouts, etc 100% Roofing 100% Periodic inspections: 100% Primbing 100% Floors North 1st Floor 2nd and 3rd 100% Sprinkter systems 50% 50% Window washing 83% 17% Three stories above grade [2.5 story school, entry and lower level share 50/50] Y Elevators 100% Gas and Electrical Utilities 5/ystem 1 100% System 1 100% Service Cymnasium and North end of First Floor North 1st Floor, 2nd and 3nd Mechanical Room at located in the lower level 100% System IV 100% Lower Level DSC Kitchen No shared telecom services anticipated No shared telecom services anticipated No Public liability and property damage insurance Fact party separately contract No Signature and property damage insurance Each party separately contract | ľ | Sanitary sewer and water | | , | Services will metered separately for kitchen area. Shared allocation cost based on capacity requirements for school assuming days of occupancy and number of | |
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| Lower Level and First Floor 50% 50% 50% Floors North 1st Floor, 2nd and 3rd 100% 50% 50% 50% Mindow washing 83% 17% Three stories above grade [2.5 story school, entry and lower level share 50/50] Y Elevators 100% Service Gymnasium and North end of First Floor N System II 100% Classroom Floors 2 and 3 Service Lower level (exclude gym and kitchen), Main Floor (exclude TEF space) Y 100% Lower Level DSC Kitchen N Security Service 100% Lower Level DSC Kitchen N Shared telecom uservices anticipated N Security Service 100% DSC Entry Y Y Y Y Y Y Y Y Y | ħ | Roofing | 100% | | | |
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| Sprinkler systems | Įį. | ower Level and First Floor | 50% | 50% | | Y |
| Sprinkler systems Mindow washing 83% 17% Three stories above grade [2.5 story school, entry and lower level share 50/50) Y Elevators 100% Gas and Electrical Utilities System I System II System III System III System III System IV 100% Elevators Service Gymnasium and North end of First Floor Classroom Floors 2 and 3 Service Lower level (exclude gym and kitchen), Main Floor (exclude TEF space) And Mechanical Room at located in the lower level You System IV Telecom Utilities Security Service First Floor Floors North 1st Floor, 2nd and 3rd Public liability and property damage insurance As required under terms of Ground Lease First granter maintenance Signature maintenance As required under terms of Ground Lease Each party separately contract | F | loors North 1st Floor, 2nd and | | į | | 8 |
| Mindow washing 83% 17% Three stories above grade [2.5 story school, entry and lower level share 50/50) Y Elevators 100% Gas and Electrical Utilities System I 100% System II 100% Service Gymnasium and North end of First Floor N System III 100% Service Lower level (exclude gym and kitchen), Main Floor (exclude TEF space) 74% and Mechanical Room at located in the lower level You System IV 100% Lower Level DSC Kitchen N No shared telecom services anticipated First Floor 100% DSC Entry Floors North 1st Floor, 2nd and 3nd Public liability and property demage insurance Signature maintenance As required under terms of Ground Lease Each party separately contract | | The second secon | | | | 1 |
| Elevators 100% 100% 100% 100% 100% 100% 100% 100 | S | prinkler systems | 50% | 50% | | N |
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| 3rd 100% N Public liability and property damage insurance As required under terms of Ground Lease N Signature maintenance Each party separately contract | | | | 10076 | AC CITUY | - 10 |
| Public liability and property damage insurance As required under terms of Ground Lease No. Signature maintenance Each party separately contract | | | 1000 | | | No |
| damage insurance As required under terms of Ground Lease N Signate maintenance Each party separately contract | | | 10076 | ł | | |
| Simparty maintenance Each party separately contract | | | | | to required under terms of Ground Lease | N |
| Signada maintenance | _ | | .] | | | No |
| | 3 | gnage maintenance | | | | |



TEF FIVE, LLC /Detroit Science Center Exhibit E Building and Parking Allocation

| | TEF SF DSC SF Shared S | | d SF | TEF | TEF | TEF/DSC | DSC | | |
|--|------------------------|------------|--|-------------|------------|-------------------------|---------------|-------------------------|------------------|
| | SF | | | TEF | DSC | System I | System I | System III | System |
| | , | : | the state of the s | | | Gym & North Admin | Class Room | Lower level and Main | Separa |
| Lower Level Kitchen | 2,115 | | 2,115 | | 100% | Office | Floors | Floor | Mete 2. |
| Café/Lunch Storage | 5,125 | | 5,1251 | , | 170% | | | 5.125 | • |
| Mechanical | 540 | - | 5401 | , | 100% | | | 540 | 1 |
| Gym | 5,610 | 5,510, | | 100%1 | - 1 | 5,510 | | | 82 - 23 |
| Shared Restrooms/Elevator/ | | å | ! | ĺ | | | | | 1 |
| Egress stairwell | 4,470, | 2,235 | 2,235 | 50% | 50% | | | 4,470 | 83 |
| Lower Level Total | 17,860 | 7,845 | 10,015 | | | | · | | |
| Giff Shop | 1,510! | 1 | 1,510 | | 100% | | · | 1,510 | |
| DSC Cuntral | | 1 | | 1 | | | | | |
| Desk/Mechanical | 1,290 | 1 | 1 290 | | 100% | | | 1,290 | p. |
| TEF Office/Reception/Mec | | | | | ļ | | | | s ^e s |
| hanical, Stair, Electrical | 1.405 | 2 .00 | | - 1 | | | | | |
| Electrical Shared | 3,185 | 3,185 | | 100% | - 1 | 3,185 | | | • |
| | 5,005 | 2,5031 | 2,503] | 50% | 50% | 12 | | 5,005 | |
| First Floor | 10,990 | 5,688 | 5,303 | | | | | | |
| School Admin | 22.555 | 20 5551 | | | | L | | | |
| Second Floor | 22,555 | 22,555 | | 100% | | | 22,555 | - 1 | |
| aird Floor | 22,555 | 22,555 | | 100% | | | | - 1 | |
| Total | | 22,555 | | 10076 | | | 22,555 | | |
| | 73,968 | | | | | 8,798 | 45,110 | 17,940 | 2,1 |
| /AC Initial Expense location System III | ļ | | İ | 1 | | | | SF | × |
| TEF . | | | | | | | | 4.738 | 26 |
| osc | L | i_ | | | | | | 13,203 | 74 |
| otal | | | | | | | | 17.040 | |
| stem III Expense Alloc lity meters | cation after | Kitchen is | s operational | will remail | n the same | as Kitche | n Equipme | nt will nave | separati |
| rking Expense | | | 1 | | | | | Parking Spaces | o, |
| EF | j | | 1 | | | | | | % |
| sc | | 111910 | _ 100 | 5.07 | 200 | 1 | 1 | 41 | 109 |

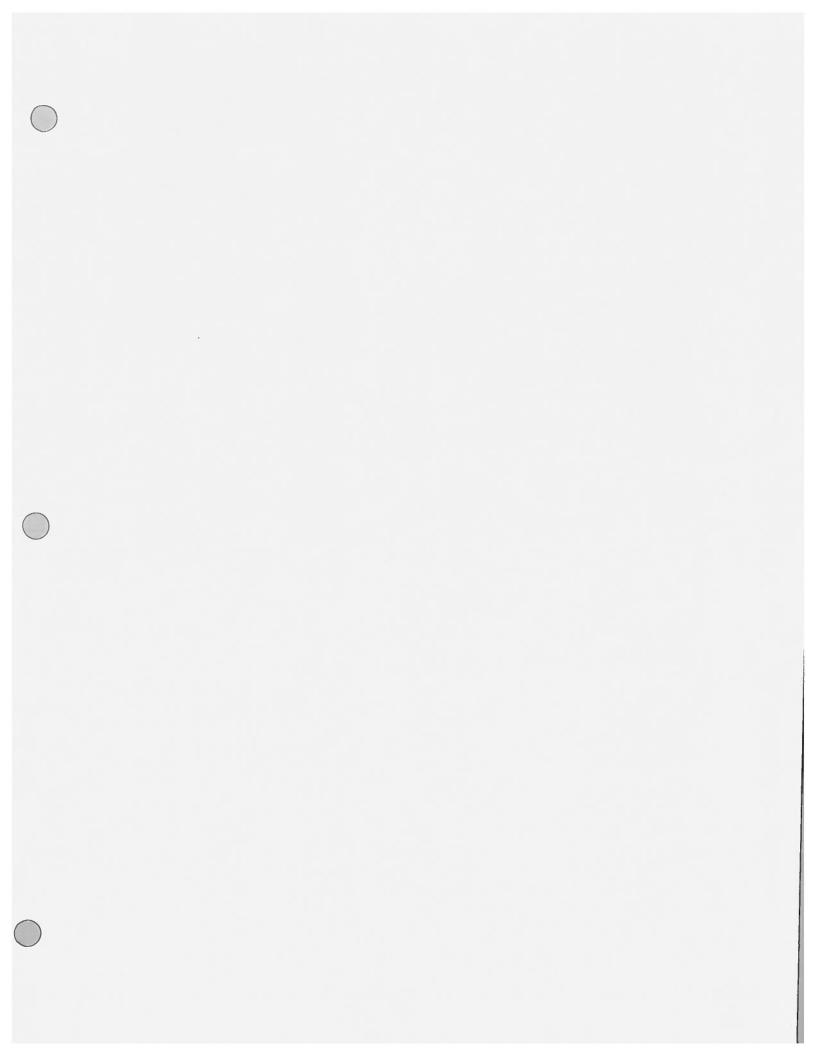
OSC - TEF-Five Ground Lease Expense Allocation Exhibit E

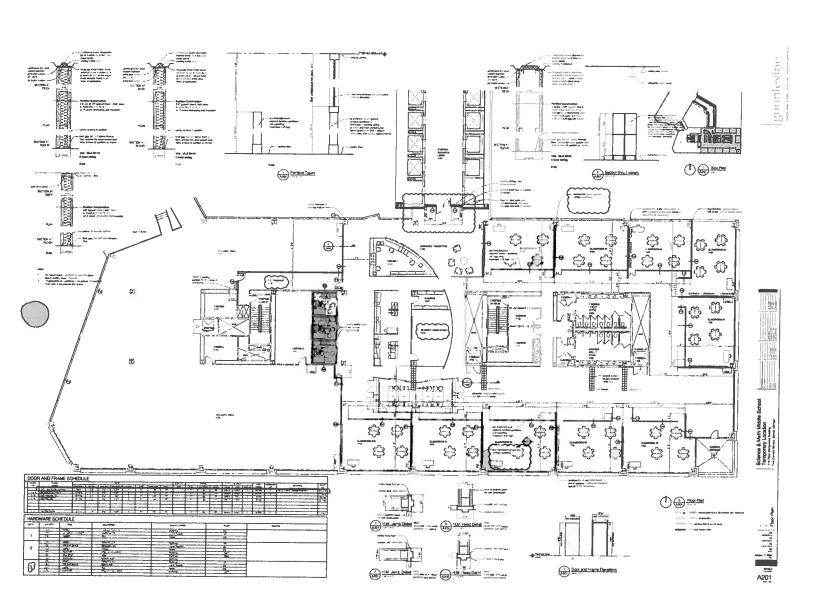
| Basis for Expense Allocation Exhibit E | | | | | | | | |
|--|-----------|----------|-----------|--|--|--|--|--|
| | DSC | TEF | Total GSF | | | | | |
| Lower Level * | 5,665 | 0 | | | | | | |
| Shared 50/50 | 2,235 | 2,235 | | | | | | |
| Sub total Lower Level | 7,900 | 2,235 | 10,135 | | | | | |
| First Floor | 2,800 | . 0 | , | | | | | |
| Shared 50/50 | 2,502.50 | 2,502.50 | - 1 | | | | | |
| Sub total First Floor | 5,302.50 | 2,502.50 | 7,805 | | | | | |
| Total Lower Level & First | · | _, | ., | | | | | |
| Floor | 13,202.50 | 4.737.50 | 17,940 | | | | | |
| Expense Allocation % | 74% | 26% | , | | | | | |

^{*} Kitchen [2,115 sf] will be seperately metered and is not included in the expense allocation.



^{**} Calculations do not include any of the TEF non-shared spaces







CERTIFICATE OF USE AND OCCUPANCY

PERMANENT

Michigan Department of Energy, Labor and Economic Growth Bureau of Construction Codes/Building Division P. O. Box 30254 Lansing, MI 48909 (517) 241-9317

Permit No. B026974
University Preparatory Science & Math Middle School
5100 John R
Detroit, Michigan
Wayne County

The above named building of Use Group A-3-B/E and Construction Type 2B is approved for use and occupancy.

THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 110.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.

Larry Lehman, Chief

Charles E. Curtis, Assistant Chief

Building Division

September 24, 2009

CERTIFICATE OF USE AND OCCUPANCY TEMPORARY

Michigan Department of Energy, Labor and Economic Growth Bureau of Construction Codes/Building Division P. O. Box 30254 Lansing, MI 48909 (517) 241-9317

Permit No. B026974
University Preparatory Science & Math Middle School
5100 John R
Detroit, Michigan
Wayne County

The above named building of Use Group A-3-B/E and Construction Type 2B is approved for use and occupancy for a period of three (3) months with an expiration date of December 1, 2009.

Conditions:

THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 110.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.

Rary Kelwan Larry Lehman, Chief

Charles E. Curtis, Assistant Chief

Building Division

September 1, 2009

TO LANDLORD: TEF-FIVE, LLC, a Michigan limited liability company,

Robert M. Thompson President

NOTICE OF EXERCISE OF THE OPTION TO EXTEND

Public School Academies of Detroit, a Michigan nonprofit corporation, and Tenant of the property located at 5100 John R., Detroit, Michigan 48202, under that certain Sublease Agreement dated July 1, 2012, with TEF-FIVE, LLC, a Michigan limited liability company, as the owner and landlord, elects to exercise its right under Section 21 of the Sublease Agreement to extend the lease term for an additional five (5) years from July 1, 2014 to June 30, 2019 (the "Extended Term") upon the same terms and conditions set forth in the Sublease.

This notice of exercise of the option is given to the Landlord by kand delivery on June 25, 2013. overnight

TENANT:

THE PUBLIC SCHOOL ACADEMIES OF DETROIT,

a Michigan nonprofit corporation

By:

Edward Parks

President

EXHIBIT B

LEASE AGREEMENT

THIS LEASE AGREEMENT, effective as of the first day of July, 2010, by and between TEF FRANKLIN L3C, a Michigan low-profit limited liability company (the "Landlord") whose address for purposes of this lease is P.O. Box 6349, Plymouth, MI 48170 and PUBLIC SCHOOL ACADEMIES OF DETROIT, a Michigan non-profit corporation (the "Tenant") whose address for the purpose of this Lease is 600 Antoinette, Detroit, MI 48202.

WITNESSETH THAT:

and of the agreements and conditions herein contained, on the part of the Tenant to be kept and performed, leases unto the Tenant and Tenant rents and leases from Landlord, according to the terms and provisions herein, the real estate, commonly known as 2664 Franklin in the City of Detroit, County of Wayne, more particularly described in Exhibit A attached hereto and incorporated herein (the "Site"), together with all improvements located thereon, including without limitation the existing approximately 89,700 square foot three story building, the walkway as depicted in Exhibit A1, and the right to maintain the landscaping zone as depicted in Exhibit A2 (collectively, the "Demised Premises").

The Lease shall be for a term of one month, commencing on July 1, 2010 ("Commencement Date") and ending at midnight on July 31, 2010 (the "Initial Term"), upon the condition that the Tenant pays rent, and otherwise performs as in this Lease, provided that this Lease may be terminated upon ten (10) days' prior written notice from either party. This Lease may also be automatically and immediately terminated in accordance with Article X of a certain Contract to Charter One or More Urban High School Academies and Related Documents dated December 14, 2007, as amended, by and between GVSU Board of Trustees ("Authorizer") and Tenant (the "Charter School Contract"). After the Initial Term, this Lease will revert to a day-to-day lease until such time as an appropriate long-term lease with Landlord for the Demised Premises (the "Long Term Lease") is entered into, or vacate the premises in the event that the Long Term Lease is not forthcoming. Notwithstanding the foregoing, in no event shall the term under this Lease extend beyond the date of July 1, 2011.

2. RENTAL. Tenant agrees to pay to Landlord as "Base Rent" for the Initial Term as follows: ten dollars (\$10) per annum, in advance, due and payable to Landlord by the Commencement Date hereunder.

In addition to the above-described rental Tenant shall also pay all amounts due from Tenant and payable to Landlord or the provider of any service (such as utilities, maintenance, etc.), if provided direct to Tenant, excluding Base Rent, including, without limitation, utilities, taxes, maintenance and insurance costs ("Additional Rent"). Landlord will forward to Tenant any bills Landlord receives that Tenant is obligated to pay, including but not limited to tax, utility and other service bills, within five (5) days of Landlord's receipt thereof. Tenant shall have seven (7) days from the receipt thereof to pay any Additional Rent to Landlord.

All sums shall be paid at the address of Landlord, as above designated, or at such other place as the Landlord may, from time to time, previously designate in writing.

- **3. POSSESSION.** Tenant shall be entitled to possession on the Commencement Date.
- 4. USE OF PREMISES. Tenant covenants and agrees during the term of this Lease to use and to occupy the Demised Premises only for use as a public school academy for a high school.

5. RESERVED.

- 6. CARE AND MAINTENANCE OF PREMISES. Tenant shall, at its sole cost and expense, during the Lease Term, maintain, repair and replace and keep neat and in good appearance and condition the Demised Premises, including, but not limited to, the roof, exterior, interior, ceiling, electrical system, plumbing system, HVAC system, storm sewers, sanitary sewers, water main, the driveways, walkways, parking area, lighting facilities, landscaping and land, which are part of the Demised Premises; provided, however, that Tenant shall not be responsible for (a) latent defects at the Demised Premises, or (b) any work covered by warranties Landlord receives from any construction contractor, subcontractor or materialman providing services, all of which maintenance Landlord shall be responsible to cause to be performed at its cost.
- Premises and agrees and represents that it will not use or permit any person to use the Demised Premises in violation of any law, statute, order, ordinance, code, rule or regulation of any federal, state or municipal body or other governmental agency or authority having jurisdiction thereof, including, without limitation, zoning, land use and building ordinances, uses and requirements; occupational safety and health requirements; community right-to-know requirements; the Americans With Disabilities Act of 1990; and state and federal environmental laws (collectively "Laws"), affecting the Demised Premises, if any; provided, however, that Tenant shall not be responsible for any violation of Laws or any condition at the Demised Premises existing on or before the Commencement Date.
- 8. UTILITIES AND SERVICES. Tenant agrees to pay all charges made against the Demised Premises for gas, heat, water, air conditioning, electricity, sanitary and storm sewage disposition, telephone and all other utilities ("Utilities") during the Lease term as the same shall become due all of which shall be separately metered and billed directly to Tenant. Landlord shall not be liable to Tenant for the quality or quantity of any such utilities, or for any interruption in the supply of any such utilities.
- 9. SURRENDER OF PREMISES AT END OF TERM—REMOVAL OF FIXTURES. Tenant agrees that upon the termination of this Lease it will surrender, yield up and deliver the Demised Premises in good and clean condition, except the effects of ordinary wear and tear and depreciation arising from lapse of time, or damage without fault or liability of Tenant. furnishings, fixtures or equipment during the Term of this Lease that are incorporated into and/or affixed to the buildings or improvements located on the Demised Premises and cannot be removed without substantial damage or injury to the buildings or improvements, then they shall automatically become the property of Landlord upon installation and shall not be removed without Landlord's prior written consent, which may be granted or withheld in its sole and absolute discretion.
- 10. ASSIGNMENT AND SUBLETTING. Tenant shall not sell, assign, sublet, hypothecate, encumber, mortgage or in any manner transfer this Lease or any estate or interest therein (including any transfer by operation of law or otherwise), the Demised Premises or any part thereof or permit the use of the Demised Premises by any person or entity other than Tenant without the prior written consent of the Landlord, which may be granted or withheld in its sole and absolute discretion.
- 11. ALL REAL ESTATE TAXES. Landlord shall pay all real and personal property tax, and assessments. Tenant shall pay all other governmental impositions which may be levied during the Lease Term upon the land, building, or other improvements constituting the Demised Premises or any part thereof, as pro rated on a due date basis.

- 12. INSURANCE. Landlord and Tenant will each keep its respective property interests in the premises and its liability in regard thereto, and the personal property on the premises, reasonably insured against hazards and casualties; that is, fire and those items usually covered by extended coverage; and Tenant will procure and deliver to the Landlord a certification from the respective insurance companies to that effect. Such insurance shall be made payable to the parties hereto as their interests may appear, except that the Tenant's share of such insurance proceeds are hereby assigned and made payable to the Landlord to secure rent or other obligations then due and owing Landlord by Tenant. Tenant will not do or omit the doing of any act which would vitiate any insurance, or increase the insurance rates in force upon the real estate improvements on the premises or upon any personal property of the Tenant upon which the Landlord by law or by the terms of this lease, has or shall have a lien. Subrogation rights are not to be waived unless a special provision is attached to this lease. Tenant further agrees to promptly pay, as if current rent, any increase in insurance rates on said premises and on the building of which said premises are a part, due to increased risks or hazards resulting from Tenant's use of the premises otherwise than as herein contemplated and agreed. Landlord shall settle and adjust any claim against any insurance company under its said policies of insurance for the premises, and said insurance monies shall be paid to and held by the Landlord to be used in payment for cost of repairs or restoration of damaged building, if the destruction is only partial.
- Landlord, Tenant will protect, indemnify to the extend provided by law without waiving any privileges or immunities and save harmless the Landlord from and against any and all loss, costs, damage and expenses occasioned by, or arising out of, any accident or other occurrence causing or inflicting injury and/or damage to any person or property, happening or done, in, upon or about the Demised Premises, or due directly or indirectly to the tenancy, use or occupancy thereof, or any part thereof by the Tenant or any person claiming through or under the Tenant. The Tenant further covenants and agrees that it will at its own expense procure and maintain commercial, general liability insurance in a responsible company or companies authorized to do business in the State of Michigan, in an amount reasonably required by the Landlord, but in to event less than \$3 Million combined single limit per occurrence, and \$15 Million for personal and real property improvements damage which may be based on a combination of primary coverage plus excess insurance or umbrella coverage. Certificates or copies of said policies, naming the Landlord, and providing for fifteen (15) days' notice to the Landlord before cancellation shall be delivered to the Landlord within ten (10) days from the Commencement Date.
- 14. FIRE AND CASUALTY, PARTIAL DESTRUCTION OF PREMISES. In the event of a partial destruction or damage of the Demised Premises, which is a business interference, that is which prevents the conducting of a normal business operation and which damage is reasonably repairable within thirty (30) days after its occurrence, this lease shall not terminate but the rent for the leased premises shall abate during the time of such business interference. In the event of partial destruction, Landlord shall repair such damages within 30 (thirty) days of its occurrence unless prevented from so doing by acts of God, the elements, the public enemy, strikes, riots, insurrection, government regulations, city ordinances, labor, material or transportation shortages, or other causes beyond Landlord's reasonable control.
- 15. ZONING. Should the zoning ordinance of the city or municipality in which this property is located make it impossible for Landlord, using diligent and timely effort to obtain necessary permits and to repair and/or rebuild so that Tenant is not able to conduct its business on these premises, then such partial destruction shall be treated as a total destruction as provided in the next Section 16.
- 16. TOTAL DESTRUCTION OF BUSINESS USE. In the event of a destruction or damage of the Demised Premises including the parking area so that Tenant is not able to conduct its business on the premises or the then current legal use for which the premises are being used and which

- damages cannot be repaired within thirty (30) days this Lease may be terminated at the option of either the Landlord or Tenant. Such termination in such event shall be effected by written notice of one party to the other, within five (5) days after such destruction. Tenant shall surrender possession within ten (10) days after such notice issues and each party shall be released from all future obligations hereunder, Tenant paying rental pro rata only to the date of such destruction. In the event of such termination of this lease, Landlord at its option, may rebuild or not, according to its own wishes and needs.
- 17. CONDEMNATION. If all or any material part of the Demised Premises shall be taken or condemned by any competent authority for any public use or purpose, the Lease Term shall, at the option of Landlord, end as of the date of the actual taking. If the Demised Premises may not be reasonably used for the purpose contemplated by this Lease following any taking, Tenant may terminate this Lease by written notice to Landlord. In the event of a termination pursuant to this Section, Rent shall be pro rated to the date of such taking. In the event of a condemnation, Landlord shall be entitled to the entire condemnation award, except that Tenant shall be entitled to receive any portion of the condemnation proceeds awarded for Tenant moving costs and related expenses, and diminution in value of the leasehold interest only.
- TERMINATION OF LEASE AND DEFAULTS OF TENANT. This Lease shall 18. terminate as set forth in Section 1. Upon default in payment of rental herein or upon any other default by Tenant in accordance with the terms and provisions of this lease, this Lease may at the option of the Landlord be cancelled and forfeited, PROVIDED, HOWEVER, Landlord shall give Tenant a written notice specifying the default, or defaults, and stating that this lease will be cancelled and forfeited ten (10) days after the giving of such notice, unless such default, or defaults, are remedied within such grace period. In the event Tenant is adjudicated a bankrupt or in the event of a judicial sale or other transfer of Tenant's leasehold interest by reason by any bankruptcy or insolvency proceedings or by other operation of law, but not by death, and such bankruptcy, judicial sale or transfer has not been vacated or set aside within ten (10) days from the giving of notice thereof by Landlord to Tenant, then and in any such events, Landlord may, at its option, immediately terminate this lease, and re-enter said premises, upon giving of ten (10) days' written notice by Landlord to Tenant, all to the extent permitted by applicable law. A waiver as to any default shall not constitute a waiver of any subsequent default or defaults. Acceptance of keys, advertising and re-renting by the Landlord upon the Tenant's default shall be construed only as an effort to mitigate damages by the Landlord, and not as an agreement to terminate this Lease.
- 19. RIGHT OF EITHER PARTY TO MAKE GOOD ANY DEFAULT OF THE OTHER. If default shall be made by either party in the performance of, or compliance with, any of the terms, covenants or conditions of this lease, and such default shall have continued for thirty (30) days after written notice thereof from one party to the other, the person aggrieved, in addition to all other remedies now or hereafter provided by law, may, but need not, perform such term, covenant or condition, or make good such default.
- 20. QUIET ENJOYMENT. Landlord covenants that so long as no default has occurred and is continuing, Tenant may peacefully and quietly hold and enjoy the Demised Premises for the Lease Term without interference by Landlord or any person claiming by, through or under Landlord.
- 21. SIGNS. Tenant will not place or cause to be placed or maintained any sign or advertising matter of any kind anywhere on the Demised Premises, except in the interior thereof, without Landlord's prior written approval, which approval shall not be unreasonably withheld.
- 22. LANDLORD'S LIEN AND SECURITY INTEREST. Landlord shall have in addition to the lien given by law, a security interest as provided by the Uniform Commercial Code of laws, if any, upon all personal property and all substitutions thereof, kept and used on said premises by

Tenant. Landlord may proceed at law or in equity with any remedy provided by law or by this lease for the recovery of rent or for termination of this lease because of Tenant's default in its performance.

- 23. RIGHTS CUMULATIVE. The various rights, powers, options, elections and remedies of either party, provided in this lease, shall be construed as cumulative and no one of this lease unless either party notifies the other, in writing, of a different address. Without prejudice to any other method of notifying a party in writing or making a demand or other communication, such message shall be considered given under the terms of this Lease when sent, addressed as above designated, postage prepaid, by registered or certified mail, return receipt requested, by the United States mail and so deposited in a United State mail box.
- 24. NOTICES AND DEMANDS. Notices as provided for in this Lease shall be given to the respective parties hereto at the respective addresses designated on page one of this lease unless either party notifies the other, in writing, of a different address. Without prejudice to any other method of notifying a party in writing or making a demand or other communication, such message shall be considered given under the terms of this lease when sent, addressed as above designated, postage prepaid, by registered or certified mail, return receipt requested, by the United States mail and so deposited in a United States mail box.
- 25. PROVISIONS TO BIND AND BENEFIT SUCCESSORS, ASSIGNS, ETC. This Lease shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors, assigns and permitted transferees.
- 26. CHANGES TO BE IN WRITING. None of the covenants, provisions, terms or conditions of this Lease to be kept or performed by Landlord or Tenant shall be in any manner modified, waived or abandoned, except by a written instrument duly signed by the parties and delivered to the Landlord and Tenant. This Lease contains the whole agreement of the parties.
- 27. CONSTRUCTION. Words and phrases herein, including acknowledgement hereof, shall be construed as in the singular or plural number, and as masculine, feminine or neuter gender according to the context.
- 28. COUNTERPARTS. This Lease may be executed in any number of separate counterparts, each of which, when executed and delivered, shall be an original, but such counterparts shall together constitute one and the same document.

Exhibit A Legal Description

LAND IN THE CITY OF DETROIT, COUNTY OF WAYNE, STATE OF MICHIGAN, BEING MORE PARTICULARLY DESCRIBED AS:

PARCEL A: LOT 2, AND THE WEST 19.28 FEET ON THE NORTH LINE BEING THE WEST 13 FEET ON THE SOUTH LINE CF LOT 1, AND THE EAST 11.96 FEET OF LOT 14, AND ALL OF LOT 15, AND THE WEST 15 FEET ON THE NORTH LINE BEING THE WEST 8.72 FEET ON THE SOUTH LINE OF LOT 16, AND VACATED ALLEY ADJACENT TO FRASER'S SECTION OF CHENE FARM, AS RECORDED IN LIBER 1, PAGE 229 OF PLATS, WAYNE COUNTY RECORDS.

PARCEL B: THE WEST 105 FEET OF LOT F, PLAT CF PART OF CHENE FARM, AS RECORDED IN LIBER 1, PAGE 240 OF PLATS, WAYNE COUNTY RECORDS. ALSO THE EAST 20 FEET OF LOT 16, AND THE EAST 20 FEET OF LOT 1, AND VACATED ALLEY LYING BETWEEN FRASER'S SECTION OF CHENE FARM, AS RECORDED IN LIBER 1, PAGE 229 OF PLATS, WAYNE COUNTY RECORDS.

PARCEL C: THE WEST 75 FEET OF LOT E, AND THE EAST 15 FEET OF LOT F, PLAT OF PART OF CHENE FARM, ACCORDING TO THE PLAT THEREOF, AS RECORDED IN LIBER 1 OF PLATS, PAGE 240A, WAYNE COUNTY RECORDS.

PARCEL D: THE EAST 105 FEET OF LOT E, PLAT OF PART OF CHENE FARM, ACCORDING TO THE PLAT THEREOF, AS RECORDED IN LIBER 1 OF PLATS, PAGE 240A, WAYNE COUNTY RECORDS.

PARCEL E: LOT 10 AND WEST 19.50 FEET OF LOT 9, BLOCK 6, MATILDA V. CHAPOTONS SUBDIVISION, ACCORDING TO THE PLAT THEREOF, AS RECORDED IN LIBER 1, PAGE 201, WAYNE COUNTY RECORDS.

PARCEL F: LOT 11, LOT 12 AND WEST 2.48 FEET OF LOT 13, BLOCK 6, MATILDA V. CHAPOTONS SUBDIVISION, ACCORDING TO THE PLAT THEREOF, AS RECORDED IN LIBER 1, PAGE 201, WAYNE COUNTY RECORDS.

LEASE

Between

LANDLORD: TEF FRANKLIN L3C, LLC a Michigan low-profit limited liability company,

And

TENANT: PUBLIC SCHOOL ACADEMIES OF DETROIT, a Michigan non-profit corporation

Dated: July ___, 2010

LEASE

SECTION 1 SCHEDULE

NAME:

TEF FRANKLIN L3C, LLC

LANDLORD:

ADDRESS:

P.O. Box 6349

Plymouth, MI 48170

TENANT:

NAME:

PUBLIC SCHOOL ACADEMIES OF

DETROIT

ADDRESS:

600 Antoinette, Detroit, MI 48202

DEMISED PREMISES:

Land located in the City of Detroit, Wayne County, Michigan at 2664 Franklin, Detroit, Michigan as described in legal description attached as Exhibit A (the "Site"), together with all improvements located thereon, including without limitation the existing approximately 89,700 square foot three story building, and the Landlord Improvements (defined herein)(collectively, the "Demised

Premises")

LEASE TERM:

July 15, 2010 until June 30, 2015 unless terminated sooner

pursuant to Paragraph 2.2.

EFFECTIVE DATE

The date this Lease has been executed by Landlord and

Tenant below.

COMMENCEMENT

DATE:

The term of this Lease shall commence on July 15, 2010.

SCHOOL YEAR

September 1 to June 30

TERMINATION DATE:

June 30, 2015.

BASE RENT:

Base Rent Shall be \$x.xx per annum [to be determined by

the New Market Tax Credit structure].

EXHIBITS ATTACHED:

"A" - Legal Description of Site

SECTION 2 GRANT AND TERM

2.1 Demised Premises

Landlord, in consideration of the rents to be paid and the covenants, promises and agreements to be performed by Tenant, does hereby lease to Tenant and Tenant hereby rents from Landlord, the Demised Premises described in Section 1.

2.2 Term

The term of this Lease shall be for the Lease Term, unless the Lease Term is extended or sooner terminated in accordance with the provisions of this Lease, or automatically and immediately terminated in accordance with Article X of a certain Contract to Charter One or More Urban High School Academies and Related Documents dated December 14, 2007, as amended, by and between GVSU Board of Trustees ("Authorizer") and the Public School Academies of Detroit (the "Charter School Contract").

SECTION 3 CONSTRUCTION OF DEMISED PREMISES

3.1 Construction

Landlord agrees to cause Substantial Completion (defined below) of the Landlord Improvements, at Landlord's sole cost and expense, prior to the Commencement Date.

3.2 Delays

In the event Landlord's contractors shall be delayed or hindered in the construction of the Landlord Improvements or prevented from completing such construction or prevented from delivering possession of the Demised Premises on or prior to the Commencement Date because of any strike, lockout, labor dispute; fire, damage or destruction or casualty; unavailability of material; weather; power failures; unavailability of utilities; restrictive governmental laws or regulations; riots; insurrection; war; or any other reason, beyond the reasonable control of the Landlord or its contractors ("Force Majeure Event"), then Landlord shall be excused for the period of delay caused by the Force Majeure Event and the Commencement Date shall be extended for such period of delay, and the Termination Date shall be extended for the same number of days as the Commencement Date has been postponed.

3.3 Substantial Completion

"Substantial Completion" shall mean the completion of the Landlord Improvements so that the Demised Premises is available and all required governmental permits and approvals have been obtained (including a certificate of occupancy) for occupancy and use by Tenant as a public school academy for use as a high school.

SECTION 4 POSSESSION AND COMMENCEMENT OF TERM

4.1 Possession and Commencement of Lease Term

Landlord shall deliver actual possession of the Demised Premises to Tenant on or before the Commencement Date, but if delivery is delayed by reason of a Force Majeure Event, the date upon which such possession is delivered shall constitute the "Commencement Date" in lieu of the date provided in Section 1 and the Termination Date provided in Section 1 shall be extended for the same number of days. In the event that Tenant occupies the Demised Premises prior to the Commencement Date, the Commencement Date shall be the date that Tenant occupies the Demised Premises, but the Termination Date shall not be changed from the date provided in Section 1. Landlord shall, when construction progress so permits, notify Tenant of the date that Substantial Completion of the Landlord Improvements is anticipated. By occupying the Demised Premises, Tenant will be deemed to have accepted the Landlord Improvements and the Demised Premises. The Rent, as defined herein, due under this Lease and the term of this Lease shall commence on the Commencement Date.

4.2 Landlord Not Liable For Delays

Under no circumstances shall Landlord be liable for any delays in the delivery of possession to Tenant on the Commencement Date. Tenant's sole and exclusive remedy shall be the abatement of Rent until the Demised Premises are ready for occupancy and possession is delivered to Tenant.

4.3 Memorandum

Within 30 days after the delivery of possession to Tenant, Tenant shall join with Landlord in the execution of a written memorandum confirming the Commencement Date and Termination Date of the Lease Term. Tenant's failure to execute the Memorandum (if requested by Landlord) shall be a default by Tenant under this Lease.

SECTION 5 BASE RENT

5.1 Base Rent

Tenant shall pay to Landlord Base Rent during the Lease Term. Base Rent shall be payable in one annual payment in advance on the Commencement Date and the first day of each Lease Year thereafter at the office of Landlord stated in Section 1 or such other place designated by Landlord.

5.2 Rent Net of Expenses

Landlord and Tenant intend that Base Rent due hereunder, together with any adjustments during the Lease Term shall be absolutely net of all costs, expenses, taxes (real and personal) and charges of every kind and nature whatsoever relating to the ownership, occupancy or use of the Demised Premises. To the extent permitted by law and without

waiving any privilege or immunity, Tenant shall indemnify and hold Landlord harmless from and against any such costs, expenses, taxes (real or personal) and charges for which Tenant is responsible under this Lease.

5.3 Additional Rent

All amounts due from Tenant and payable to Landlord or the provider of any service (such as utilities, maintenance, etc.), if provided direct to Tenant, excluding Base Rent, including, without limitation, utilities, taxes, maintenance and insurance costs shall be deemed to be additional rent ("Additional Rent"). Upon Tenant's failure to pay any such amount, Landlord, in addition to any other remedies, shall have the same remedies provided for Tenant's failure to pay Base Rent (Base Rent, together with the Additional Rent, shall be collectively referred to as "Rent"). Tenant shall pay any and all sums of money or charges required to be paid by Tenant under this Lease, including, but not limited to, Additional Rent, promptly when the same are due, without any deductions or setoff whatsoever except as otherwise specifically set forth herein. Landlord will forward to Tenant any bills Landlord receives that Tenant is obligated to pay, including but not limited to tax, utility and other service bills, within five (5) days of Landlord's receipt thereof.

5.4 Lease Year

"Lease Year" shall mean a period of twelve (12) consecutive calendar months, except the last year of the Lease Term, which shall expire on the Termination Date. The first Lease Year shall begin on the Commencement Date if the Commencement Date shall occur on the first day of the month; if not, then the first Lease Year shall commence on the first day of the month following the Commencement Date. Each succeeding Lease Year shall commence on the anniversary of the commencement of the first Lease Year. If the Commencement Date is other than the first day of a month, then the period between the Commencement Date and the first day of the month following the Commencement Date shall be added and be part of the first Lease Year.

SECTION 6 UTILITIES

Tenant agrees to pay all charges made against the Demised Premises for gas, heat, water, air conditioning, electricity, sanitary and storm sewage disposition, telephone and all other utilities ("Utilities") during the Lease Term (but specifically excluding the expenses of bringing Utilities to the Site and to the improvements constituting the Landlord Improvements and separately metering the Utilities, which costs are included as part of the Landlord Improvements) as the same shall become due all of which shall be separately metered and billed directly to Tenant. Landlord shall not be liable to Tenant for the quality or quantity of any such utilities, or for any interruption in the supply of any such utilities.

SECTION 7 TAXES AND ASSESSMENTS

7.1 Obligation

Tenant agrees to pay to Landlord as Additional Rent any and all Taxes (as defined in Section 7.2) assessed against the Demised Premises for each Lease Year or partial Lease Years during the Lease Term.

7.2 Definition

"Taxes" shall be defined as: (a) all taxes (either real or personal), assessments (general or specific), all water and sewer charges, and all other governmental impositions, which may be levied during the Lease Term upon the land, buildings or improvements comprising the Demised Premises or any part thereof; (b) all other taxes and other charges imposed by the State of Michigan or any subdivision thereof which: (1) are in replacement of or in lieu of increases in all or any part of ad valorem taxes as sources of revenue and (2) are based in whole or in part upon Demised Premises or any interest therein or the ownership thereof, or the rents, profits or other income therefrom, including, without limitation, income, single business, franchise, excise, license, privilege, sales, use, and occupancy taxes; (c) a tax or surcharge of any kind or nature upon, against or with respect to the parking areas or the number of parking spaces on the Demised Premises; and (d) all costs and expenses incurred by Landlord during the lease term for negotiations for or contests of the amount of such taxes and assessments, without regard to the result, including, without limitation, actual attorneys' fees; provided, that Tenant pre-approves such contests for taxes or assessments. Taxes shall not include any tax on the net income of Landlord, except to the extent included in subparagraph (b) above.

7.3 Payments

Taxes on the Demised Premises levied or assessed for or during the Lease Term shall be paid to Landlord within ten (10) days after Landlord delivers to Tenant a statement for such Taxes. The Taxes for the years in which this Lease commences and terminates shall be prorated on a due date basis.

7.4 Tenant's Taxes

Tenant shall pay all real and personal property taxes levied or assessed against Tenant's property and improvements upon or affixed to the Demised Premises, including taxes attributable to all alterations, additions, or improvements made by Tenant.

SECTION 8 USE OF DEMISED PREMISES

8.1 Use of Demised Premises

Tenant shall use and occupy the Demised Premises during the Lease Term only for (a) the purpose of establishing, managing, and operating a public school academy for use as a high school and attendant office use, and for no other purpose without the prior written

consent of Landlord, which may be granted or withheld in its sole and absolute discretion. Tenant shall not use or permit any person to use the Demised Premises or any part thereof for any use or purpose other than the use stated in this Lease or in violation of any law, statute, order, ordinance, code, rule or regulation of any federal, state or municipal body or other governmental agency or authority having jurisdiction thereof, including, without limitation, zoning, land use and building ordinances, uses and requirements; occupational safety and health requirements; community right-to-know requirements; the Americans With Disabilities Act of 1990; and state and federal environmental laws (collectively "Laws"), affecting the Demised Premises, if any; provided, however, that Tenant shall not be responsible for any violation of Laws or any condition at the Demised Premises existing on or before the Commencement Date. Tenant shall comply strictly with each and every term, condition and requirement of the Charter School Contract.

8.2 Care of Demised Premises

Tenant shall keep the Demised Premises orderly, neat, safe and clean and free from rubbish and dirt at all times and shall store all inventory, supplies, trash and garbage within the buildings on the Demised Premises. Tenant shall keep the driveways and walkways within the Demised Premises free from snow and ice, and shall arrange for the regular removal of snow during the winter months and the pick up of trash and garbage at Tenant's expense. At the expiration of the Lease Term, or the sooner termination thereof, Tenant shall surrender the Demised Premises in as good condition and repair as existed at the time Tenant took possession, reasonable wear and tear excepted.

8.3 Hazardous Substances

Tenant shall not use, cause or permit the Demised Premises to be used to generate, manufacture, refine, transport, treat, store, handle, dispose, transfer, produce or process hazardous substances.

SECTION 9 INDEMNITY

9.1 Indemnity

To the extent permitted by applicable law and without waiving any privilege or immunity, Tenant shall defend, indemnify and hold harmless Landlord and Landlord's officers, directors, employees and agents (regardless of any negligence imputed to Landlord by law due to its ownership of the real property involved), from and against any and all claims, suits, personal injuries, death, property damage, liabilities, damages, losses, costs or expenses, including, without limitation, reasonable legal, accounting, consulting, engineering and other expenses (collectively "Damages") which may be imposed upon, incurred by, or asserted against Landlord or Landlord's officers, directors, employees or agents (collectively "Indemnified Parties"), arising directly or indirectly from any (a) occurrence on or about the Demised Premises from any cause whatsoever from and after the Commencement Date and during the Lease Term, (b) failure of Tenant to comply with any provision of

any sublease, (d) occupancy or use by Tenant and/or subtenant of the Demised Premises or any act or omission of Tenant, its employees, agents, representatives, invitees, licensees and contracting parties or any subtenant, or (e) failure of Tenant to strictly comply with the terms and conditions of the Charter School Contract. The indemnities provided herein shall include attorneys' fees incurred by the Indemnified Parties in connection with such Damages or to enforce the indemnity given hereunder. Tenant shall not be required, however, to indemnify Landlord against Damages arising from Landlord's gross negligence or willful misconduct. Any liability or loss as to which the Indemnified Parties are entitled under this Section 9.1 and all expenses incurred in connection therewith including, but not limited to, attorneys fees, shall constitute Additional Rent payable upon demand.

9.2 Liability Insurance

Tenant shall procure and keep in effect during the Lease Term commercial, general liability insurance on an occurrence basis, including operations and insured contract coverage, for personal injury or death or property damage occurring in, upon or about the Demised Premises or any street, drive, sidewalk, curb or passageway adjacent thereto in the amount reasonably required by Landlord (but in no event less than Ten Million (\$10,000,000) Dollars combined single limit per occurrence, which may be based on a combination of primary coverage plus excess insurance or "umbrella" coverage. Any contractual liability coverage for indemnifications given by Tenant under this Lease shall not in any way limit such indemnifications.

9.3 Delivery of Policy.

Tenant shall provide Landlord with evidence of the above-referenced insurance on or before the Commencement Date. Evidence of such insurance shall be in the form of an insurance policy or binder. Landlord shall be named as an additional insured on all such policies. Such insurance policies shall prohibit cancellation, alterations, changes, amendments, modifications, deletions or reductions in coverage either at the insistence of Tenant or the insurance company issuing the policy, without at least thirty (30) days prior written notice having been given to Landlord. If Tenant fails to maintain such insurance coverage, Landlord may, at its option, procure such insurance for the account of Tenant and the cost thereof shall be paid by Tenant to Landlord upon delivery to Tenant of bills therefore. The insurer or insurers shall be such as may from time to time be approved by Landlord and shall be issued by insurance companies authorized to do business in the State of Michigan.

SECTION 10 MAINTENANCE AND REPAIRS

10.1 Maintenance And Repairs

Tenant shall, at its sole cost and expense, during the Lease Term, maintain, repair and replace and keep neat and in good appearance and condition the Demised Premises, including, but not limited to, the roof, exterior, interior, ceiling, electrical system, plumbing system, HVAC system, storm sewers, sanitary sewers, water main, the driveways, walkways, parking area, lighting facilities, landscaping and land, which are

part of the Demised Premises; provided, however, that Tenant shall not be responsible for (a) latent defects at the Demised Premises, or (b) any work covered by warranties Landlord receives from any construction contractor, subcontractor or materialman providing services and/or material in connection with the Landlord Improvements, all of which maintenance Landlord shall be responsible to cause to be performed at its cost. The plumbing system, including the sewage facility, serving the Demised Premises shall not be used for any purpose other than for which it was constructed and Tenant shall not introduce any matter therein which results in blocking such system. Tenant shall, at its sole cost and expense, also repair or replace the driveways, walkways, parking areas, and landscaping on the Demised Premises. Tenant shall, at its sole cost and expense, contract with contractors acceptable to Landlord (except in the case of emergency) for the performance of all maintenance, repairs and replacement required of Tenant under this Lease. Tenant shall perform such maintenance, repairs and replacement so as to maintain the Demised Premises in the same condition in which it was delivered to Tenant, reasonable wear and tear excepted. Such maintenance, repair and replacement obligations of Tenant shall include items deemed to be capital improvements for tax purposes. The maintenance, repair and replacement obligations of Tenant hereunder, shall survive termination of this Lease to the extent such obligations accrued prior to the termination of this Lease.

Tenant agrees to establish an capital reserve fund for major capital repairs or replacements of the Demised Premises (the "Capital Reserve") that shall contain at least \$40,000 at the start of the fourth Lease Year. At the start of each successive Lease Year, the Capital Reserve shall increase by \$40,000. If none of the Capital Reserve is spent during the initial five (5)-year Lease Term, the balance would contain an amount of \$80,000 at the end of the Lease Term. The Capital Reserve shall be available for major capital repairs or replacement of the Demised Premises, such as major repair or replacement of a building roof, an HVAC unit, the plumbing system, the water main, the electrical system, or other major facility elements. Withdrawal of funds from the Capital Reserve account shall require the signatures of both Landlord and Tenant. Withdrawal of funds from the Capital Reserve for furniture, fixtures, equipment or technology related items, such as computers and software, is prohibited. If Tenant exercises its option to extend the Lease Term, Tenant shall place \$40,000 a Lease Year into the Capital Reserve until a total of \$200,000 has been placed into the Capital Reserve.

10.2 Compliance With Laws

During the term of this Lease, Tenant shall comply with all Laws (as defined in Section 8.1) and make any repairs, additions, modifications or alterations to the Demised Premises, regardless of the nature thereof, which are required by any Laws or Restrictions or required by the insurance carrier to maintain the insurance required under this Lease; provided, however, that Tenant shall not be responsible for any conditions existing at the Demised Premises prior to the Lease Commencement Date, or to perform any obligation that was to be performed by Landlord as part of the Landlord Improvements.

SECTION 11 TENANT'S ALTERATIONS

Tenant shall not make any structural alterations, additions, modifications or improvements to the Demised Premises without the prior written consent of Landlord, which consent may be granted or withheld in the sole and absolute discretion of Landlord. Tenant shall not make any non-structural alterations, additions, modifications or improvements having a cost in excess of \$10,000 to the Demised Premises without the prior written consent of Landlord, which consent shall not be unreasonably withheld.

SECTION 12 PROPERTY INSURANCE, REBUILDING AND WAIVER OF SUBROGATION

12.1 Property Insurance

Tenant shall, during the Lease Term, at its sole cost and expense keep the Demised Premises insured for the benefit of Landlord:

- (i) by an "All Risk of Physical Loss" policy with the broadest form of extended coverage endorsement in an amount sufficient to prevent Landlord from becoming a co-insurer under the policies or Laws, including special extended coverage endorsements reasonably required by Landlord in an amount equal to the full replacement and reconstruction cost and valued on a replacement cost basis of the building and improvements which are a part of the Demised Premises (including any alterations made by Tenant and incorporated into the Demised Premise) as determined solely by Landlord, without allowance for depreciation and exclusive of the cost of excavations, foundations and footings;
- (ii) against damage by flood if the Site is located in an area identified by the Secretary of Housing and Urban Development, or any successor, as an area having special flood hazard and in which flood insurance has been made available under the Flood Acts, in an amount determined solely by Landlord;
- (iii) against damage or loss from (1) sprinkler system leakage, and (2) boilers, if any, boiler tanks, if any, heating and air-conditioning equipment, pressure vessels, auxiliary piping and similar apparatus, in an amount determined solely by Landlord; and
- (iv) during the period of any construction, repair, restoration, or replacement of the Demised Premises, performed after the construction of the Landlord Improvements, by a standard builder's risk policy with extended coverage in an amount at least equal to the full replacement and reconstruction cost and valued on a replacement cost basis, workers compensation in statutory amounts, and such endorsements as required by Landlord.

Tenant shall provide Landlord with evidence of the above-referenced insurance on or before the Commencement Date. Evidence of such insurance shall be in the form of an insurance policy or binder. Landlord shall be named as an additional insured and loss payee on all such policies. Such insurance policies shall prohibit cancellation, alterations, changes, amendments, modifications, deletions or reductions in coverage either at the

insistence of Tenant or the insurance company issuing the policy, without at least thirty (30) days prior written notice having been given to Landlord. If Tenant fails to maintain such insurance coverage, Landlord may, at its option, procure such insurance for the account of Tenant and the cost thereof shall be paid by Tenant to Landlord upon delivery to Tenant of bills therefore. The insurer or insurers shall be such as may from time to time be approved by Landlord and shall be issued by insurance companies authorized to do business in the State of Michigan.

12.2 Rebuilding

If the Demised Premises shall become damaged by fire or other casualty, Landlord may either restore the Demised Premises or make it tenable (to the extent of available insurance proceeds) or terminate this Lease by notifying the Tenant of such termination within thirty (30) days after the date of such damage, at its sole option. Tenant shall immediately notify Landlord of the occurrence of a fire or other casualty at the Demised Premises.

12.3 Waiver of Subrogation

Any property insurance policy carried by Landlord or Tenant or any policy covering both the interest of Landlord or Tenant under this Section 12 shall include a provision under which the insurance company waives all right of recovery by way of subrogation against Landlord or Tenant in connection with any loss or damage covered by any such policy. Landlord or Tenant hereby release and discharge each other from any liability whatsoever arising from any loss, damage or injury caused by fire or other casualty to the extent of the insurance covering such loss, damage or injury.

SECTION 13 EMINENT DOMAIN

13.1 Condemnation

If all or any material part of the Demised Premises shall be taken or condemned by any competent authority for any public use or purpose, the Lease Term shall, at the option of Landlord, end as of the date of the actual taking. If the Demised Premises may not be reasonably used for the purpose contemplated by this Lease following any taking, Tenant may terminate this Lease by written notice to Landlord. In the event of a termination pursuant to this Section, Rent shall be pro rated to the date of such taking. In the event of a condemnation, Landlord shall be entitled to the entire condemnation award, except that Tenant shall be entitled to receive any portion of the condemnation proceeds awarded for Tenant moving costs and related expenses, and diminution in value of the leasehold interest only.

SECTION 14 ACCESS TO PREMISES

Landlord or Landlord's agent shall have the right to enter the Demised Premises at all reasonable times to inspect or examine the same, and to make such tests, repairs, alterations, improvements or additions as Landlord may deem necessary or desirable.

Landlord shall conduct all inspections and examinations and all repairs, alterations, improvements and/or additions in such a manner so as to not unreasonably disrupt the operations of Tenant at the Demised Premises.

SECTION 15 FIXTURES AND EQUIPMENT

All furnishings, fixtures and equipment installed by Landlord shall remain the property of Landlord at the termination of this Lease. If Tenant installs any furnishings, fixtures or equipment during the Term of this Lease that are incorporated into and/or affixed to the buildings or improvements located on the Demised Premises and cannot be removed without substantial damage or injury to the buildings or improvements, then they shall automatically become the property of Landlord upon installation and shall not be removed without Landlord's prior written consent, which may be granted or withheld in its sole and absolute discretion. All fixtures and equipment installed by Tenant and not removed at the termination of the Lease Term shall remain the property of Landlord. In the event Landlord consents to such removal, Tenant shall remove such fixtures in accordance with all applicable Laws and Restrictions and shall repair any such damage or injury in a good and workmanlike manner.

SECTION 16 ASSIGNMENT, SUBLETTING AND TRANSFERS BY TENANT

Tenant shall not sell, assign, sublet, hypothecate, encumber, mortgage or in any manner transfer this Lease or any estate or interest therein (including any transfer by operation of law or otherwise), the Demised Premises or any part thereof or permit the use of the Demised Premises by any person or entity other than Tenant without the prior written consent of the Landlord, which may be granted or withheld in its sole and absolute discretion.

SECTION 17 SALE OR TRANSFER

Landlord shall have the right to sell, transfer or assign the Demised Premise ("Conveyance"). In the event of Conveyance, Tenant shall attorn to the purchaser, transferee or assignee ("Transferee") and recognize such Transferee as Landlord under this Lease and Landlord shall be relieved from all subsequent obligations and liabilities under this Lease, provided such obligations are assumed in writing by such Transferee and a copy thereof is provided to Tenant.

SECTION 18 DEFAULT, RE-ENTRY AND DAMAGES

18.1 Default

The following shall constitute a default ("Default") under this Lease:

(a) Tenant fails to pay within seven (7) days of the due date any Base Rent or Additional Rent due hereunder on the day the same shall be due;

- (b) Tenant fails to perform any of the terms and conditions under this Lease, other than the payment of Base Rent or Additional Rent, and such failure remains uncured for thirty (30) days following written notice;
- (c) Tenant not operating the UPSM Middle School at the location in accordance with the Charter School Contract.
- (d) Tenant has abandoned or vacated the Demised Premises;
- (e) Tenant fails to meet any one or more of the following performance standards relating to its operation of a public school academy as a high school "High School") on the Demised Premises for two consecutive School Years:
 - 1. 90% of the freshman high school class entering the High School each School Year shall graduate within five years as measured by the Michigan Department of Education graduation rate formula. Tenant shall report to Landlord on the number of those students who transfer after the age of 16 that fail to earn a high school degree.
 - At least 90% of all the students in each freshman class shall re-enroll in the High School for their second year.
 - 3. At least 83% of all students in each freshman class shall re-enroll in the Charter High School for their third year.
 - 4. At least 80% of all students in each freshman class shall re-enroll in the High School for their fourth year.
 - 5. 90% of the students who graduate each School Year from the High School shall enroll in college or other post-secondary studies or the military.
 - 6. Average daily attendance rate for students at the High School shall be at least 90% for each School Year.
 - 7. The graduates of the Class of 2014 must average at least 17 on the ACT, those of the Class of 2015 at least 18 on the ACT, those of the Class of 2016 at least 19 on the ACT, those of the Class of 2017 at least 20 on the ACT, and those of the Class 2018 at least 21 on the ACT.
 - 8. For every freshman class subsequent to the 2011-2012 School Year, the enrollment rate for the following School Year and each School Year thereafter shall be at a rate such that the graduation rates specified in this Section 18.1(e) can be mathematically obtained.
 - 9. At least 90% of the parents of students enrolled in the High School shall attend the three learning conferences scheduled at the High School each School Year;

- 10. The enrollment of the incoming freshman class for each School Year shall be 100 or more students;
- (f) The failure of Tenant to establish policies required by the Charter School Contract when and as required by the Charter School Contract.
- (g) The termination or expiration of the Charter School Contract or any failure to renew or extend the Charter School Contract for any reason or no reason; unless Tenant enters into a replacement charter contract which authorizes Tenant to operate a public school academy at the Demised Premises for the same grade range as the Charter School Contract.

18.2 Landlord's Remedies Upon Default

- (a) In the event of the occurrence of a Default, in addition to all of its other remedies under this Lease and available at law or in equity, Landlord shall have the right to re-enter the Demised Premises, in accordance with applicable law, to remove all persons and property therefrom. Upon the occurrence of a Default, Landlord, at its option, may either terminate this Lease, or without terminating this Lease, relet the Demised Premises or any part thereof on such terms and conditions, as Landlord deems advisable in its sole and absolute discretion. No such eviction, entry or taking of possession of the Demised Premises, whether through summary eviction proceedings or by self-help, shall be construed as an election on its part to terminate this Lease unless Landlord provides written notice of such intention to Tenant or unless termination is declared by a court of competent jurisdiction.
- (b) In addition to any other remedy provided for herein, if Landlord brings suit to recover possession of the Demised Premises or money due under this Lease or a suit for the breach of an obligation Tenant should have performed under the Lease and if the Landlord prevails, the Tenant shall pay the Landlord for expenses incurred in the action, including reasonable attorneys fees. Such expenses shall be deemed to have an incurred when the action commences and shall be enforced whether or not the action is prosecuted to judgment. In the event Tenant prevails in any lawsuit in connection with the Demised Premises, Tenant shall have its expenses, including reasonable attorney fees, paid by Landlord.

18.3 Waiver of Jury Trial and Counterclaim

In the event Landlord commences any proceedings for non-payment of Rent, Additional Rent, or any other amount payable to Landlord by Tenant, Tenant shall not interpose any counterclaim of whatsoever nature or description in any such proceeding unless same is a compulsory or mandatory counterclaim. This shall not, however, be construed as a waiver of Tenant's right to assert such a claim in any separate action brought by Tenant. Landlord and Tenant waive trial by jury in any action or proceeding brought by either party on any matter whatsoever arising out of or in any way connected with this Lease, the relationship of lessor and lessee, Tenant's use or occupancy of the Demised Premises, or any claim of injury or damage.

SECTION 19 OUIET ENJOYMENT

Landlord covenants that so long as no Default has occurred and is continuing, Tenant may peacefully and quietly hold and enjoy the Demised Premises for the Lease Term without interference by Landlord or any person claiming by, through or under Landlord.

SECTION 20 SIGNS

Tenant will not place or cause to be placed or maintained any sign or advertising matter of any kind anywhere on the Demised Premises, except in the interior thereof, without Landlord's prior written approval.

SECTION 21 OPTION TO EXTEND

21.1 Option to Extend Lease Term

So long as no Default has occurred and is continuing, Tenant shall have an option to extend the Lease Term on the same terms and conditions set forth herein ("Option to Extend") except that Landlord may require, as a condition of the exercise of such option, that Tenant agree to modifications of the performance standards set forth in Section 18.1(e), at Landlord's sole discretion. The Option to Extend the Lease Term is personal to the Tenant and is not transferable or exercisable by any transferee.

21.2 Exercise of Option

Tenant may exercise the Option to Extend by providing Landlord with written notice of exercise not more than fifteen (15) months or less than twelve (12) months prior to the expiration of the initial five (5) year Lease Term.

SECTION 22 MISCELLANEOUS

22.1 Condition of Demised Premises

This Lease and exhibits attached hereto and forming a part hereof, set forth all of the covenants, agreements, stipulations, promises, conditions, understandings and representations, hereinafter collectively "Representations" between Landlord and Tenant concerning the Demised Premises and the buildings and improvements to be constructed thereon. Landlord and Tenant agree that there are no Representations other than set forth herein and agree to make no claims against each other based upon Representations not set forth herein.

22.2 Modification

This Lease shall not be modified or amended unless by a writing signed by Landlord and Tenant.

22.3 Notices

Any notices or demands required under this Lease shall be in writing addressed to the party at the address set forth Section 1, except that after the Commencement Date any notice to Tenant shall be given in writing at the Demised Premises or such changed address provided in writing by such party and shall be served as follows: (a) by personal service with service being effective upon delivery, or (b) by certified mail, return receipt requested, with service being effective two (2) days after mailing, or (c) by telecopy, facsimile or other form of telecommunication, with service being effective upon the date of transmission with reasonable evidence that the transmission was sent, or (d) by recognized overnight courier service, with service being effective one (1) day after delivery, prepaid, to such courier service.

22.4 Survival

Any obligation of Tenant under this Lease which is not performed in full prior to the termination of this Lease shall survive the termination of this Lease and continue in full force and effect until performed in full.

22.5 Captions and Section Numbers

The captions, section numbers, article numbers, and index appearing in this Lease are inserted only as a matter of convenience and in no way define, limit, construe, or describe the scope or intent of such sections or articles of this Lease nor in any way affect this Lease.

22.6 Construction

This Lease shall be construed and enforced in accordance with the laws of the State of Michigan. If any provision of this Lease, or the application thereof to any person or circumstances, shall, to any extent be invalid or unenforceable, the remaining provisions of this Lease shall not be affected thereby and shall be valid and enforceable.

22.7 Binding Effect

This Lease shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors, assigns and permitted transferees.

22.8 Joint Drafting

Landlord and Tenant acknowledge and agree that each has joined in and contributed to the drafting of this Lease and as a result there shall be no presumption in construing the provisions of this Lease favoring or burdening either Landlord or Tenant based upon draftsmanship or similar rule of construction.

22.9 Counterparts

This Lease may be executed in any number of separate counterparts, each of which, when executed and delivered, shall be an original, but such counterparts shall together constitute one and the same document.

[Remainder of Page Intentionally Blank]

IN WITNESS WHEREOF, Landlord and Tenant have executed this Lease as of the Effective Date.

LANDLORD:

TEF FRANKLIN L3C, LLC, a Michigan low profit limited liability company

| By: |
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| Its: |
| Dated: |
| TENANT: PUBLIC SCHOOL ACADEMIES OF DETROIT, a Michigan non-profit corporation |
| By: |
| Its: |
| Dated: |

EXHIBIT A

Also known as:

2664 Franklin Street, Detroit, MI 48226

High School University Preparatory Science & Math

2664 Franklin Street, Detroit, Michigan 48207 Thompson Educational Foundation 90/90 School

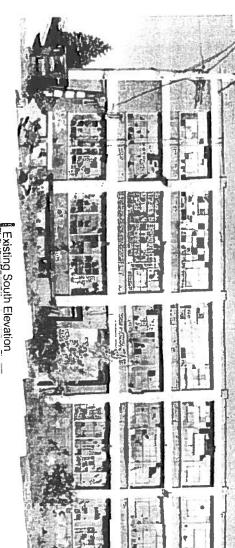
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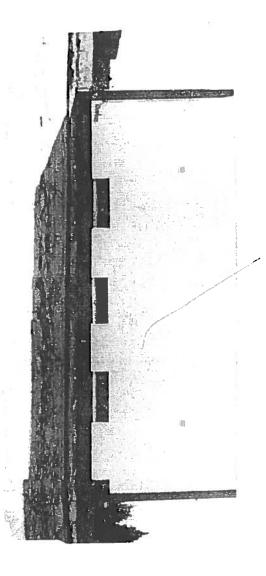
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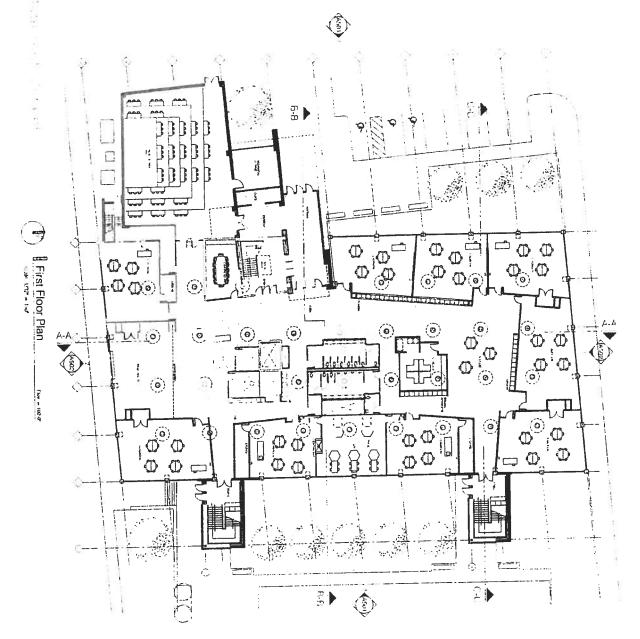
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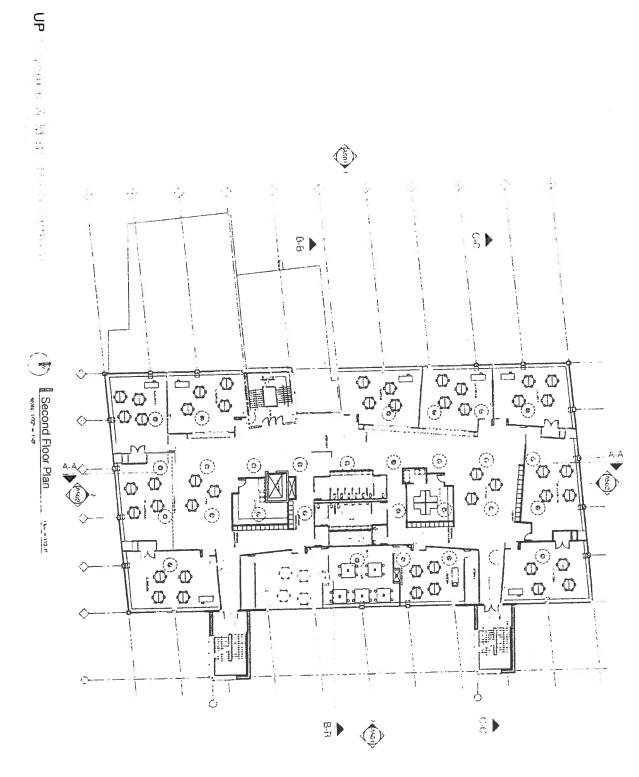
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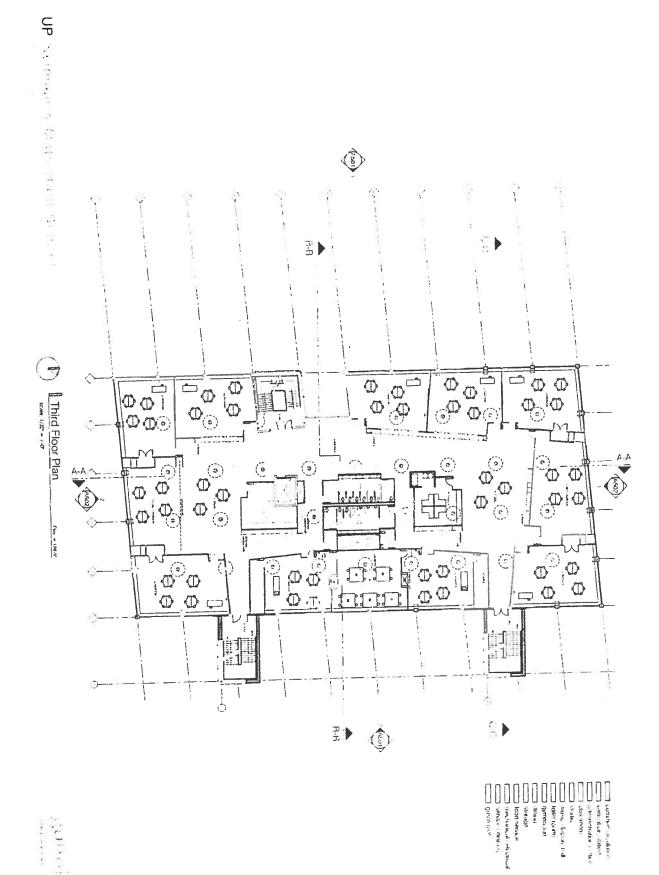
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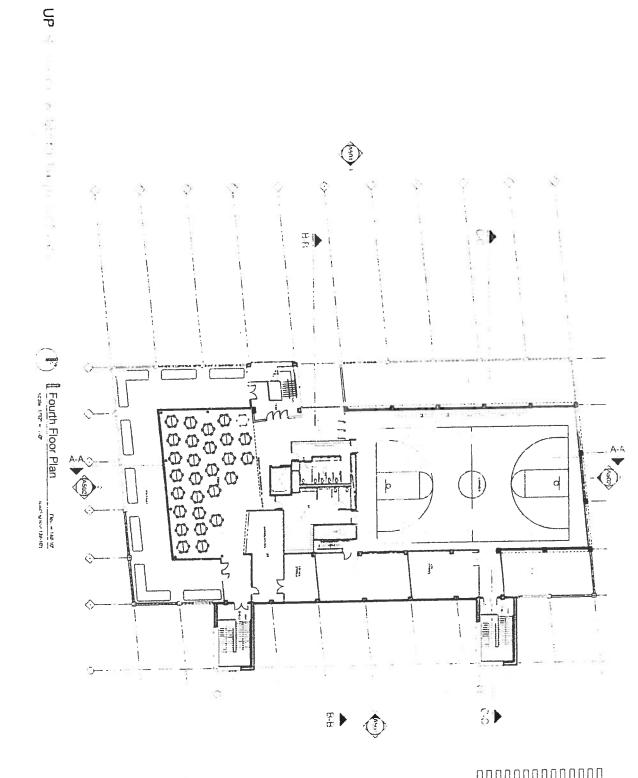
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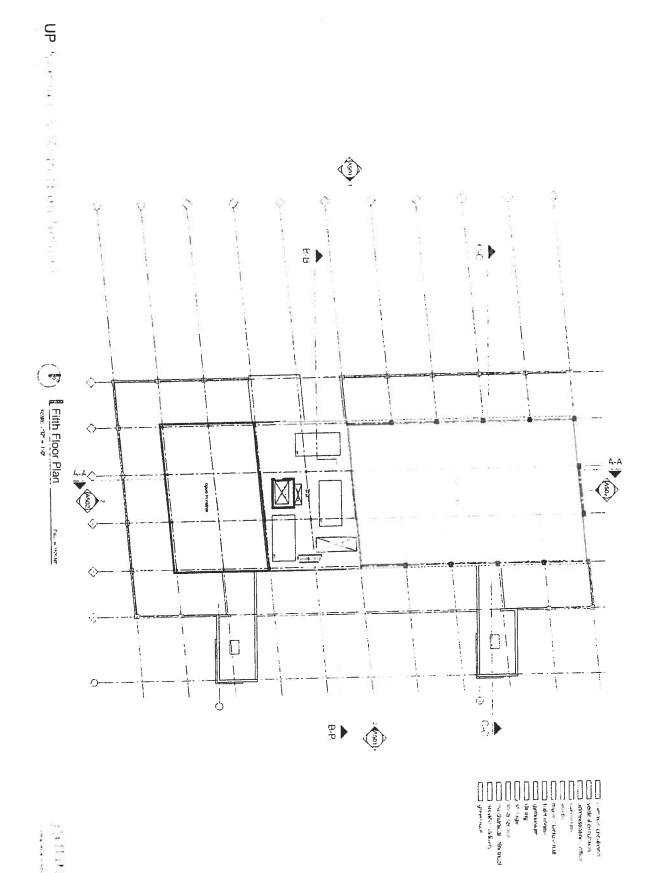
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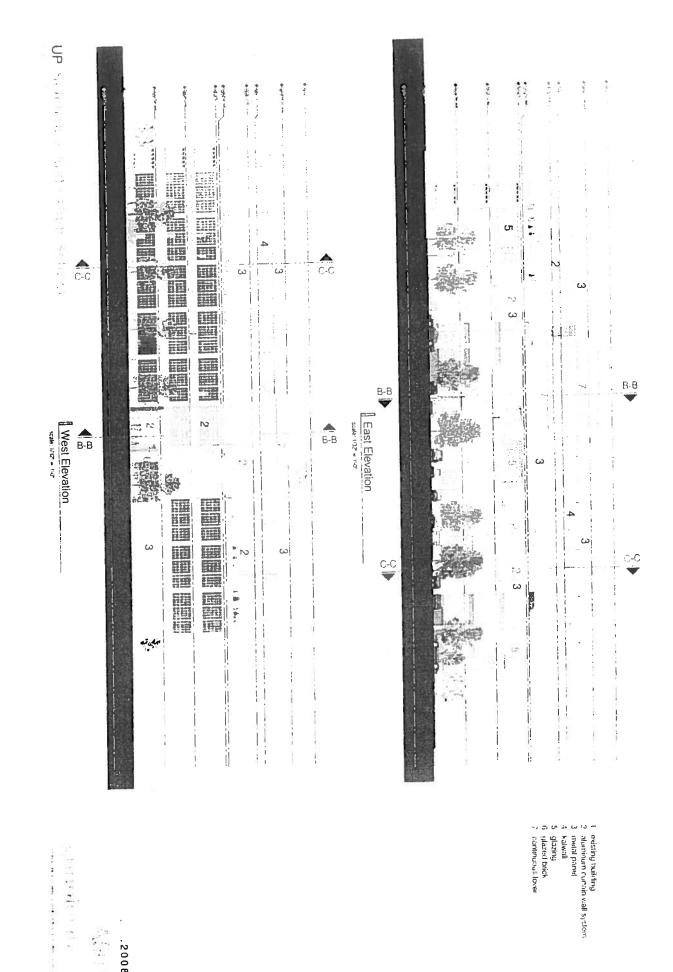
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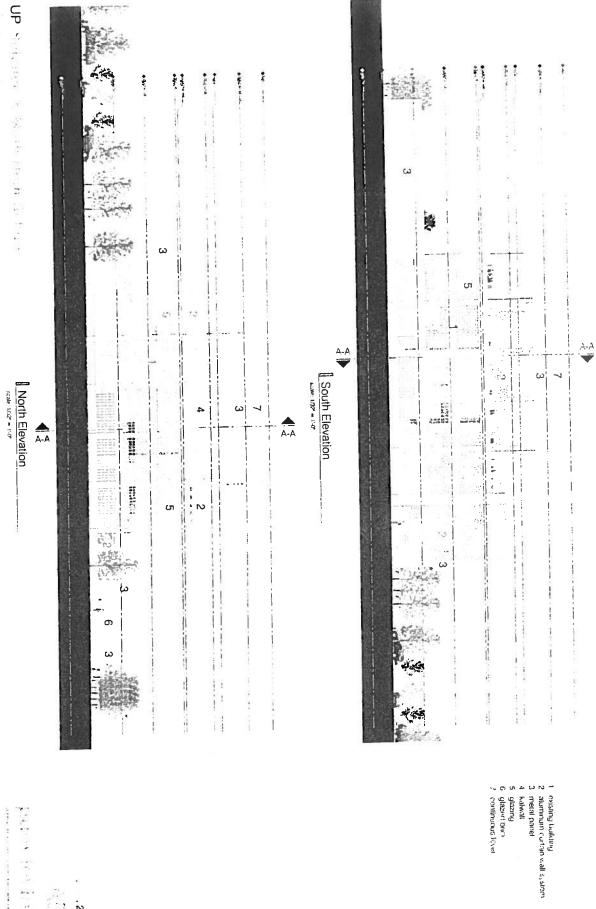
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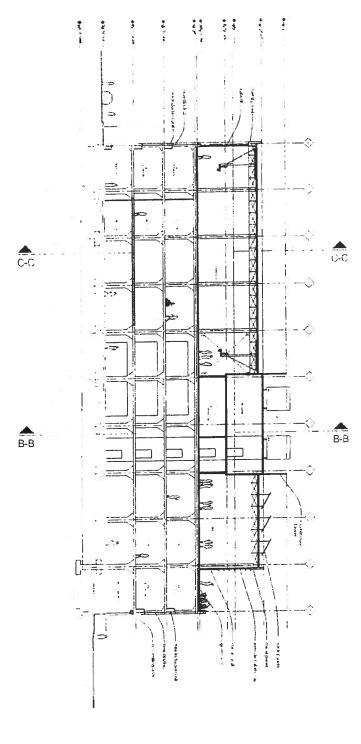
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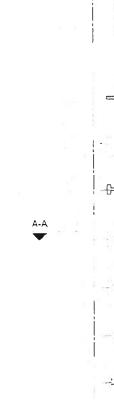
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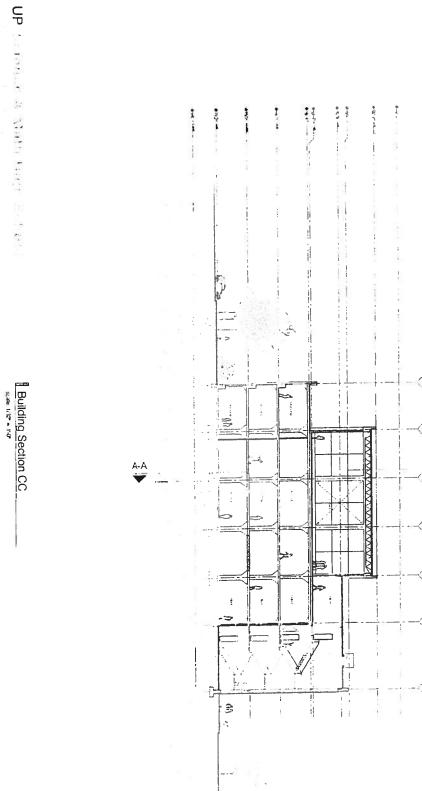
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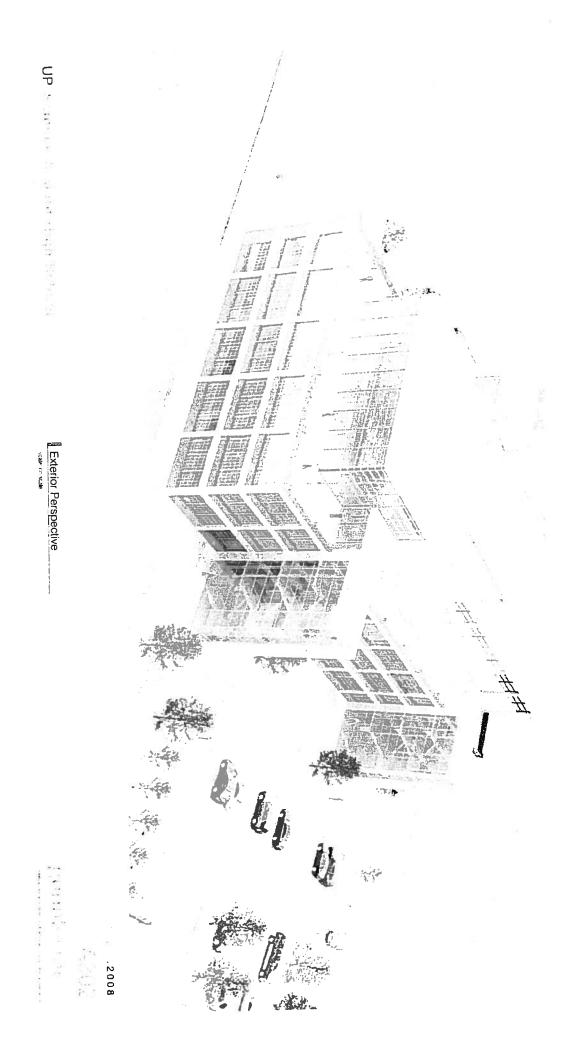
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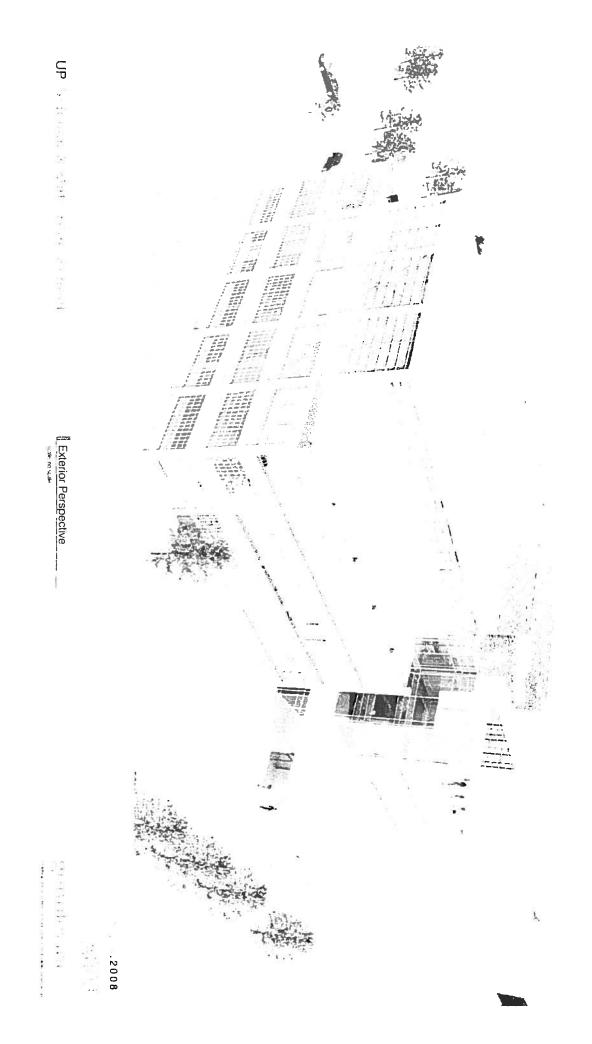
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CERTIFICATE OF USE AND OCCUPANCY

PERMANENT

Michigan Department of Energy, Labor & Economic Growth Bureau of Construction Codes/Building Division P. O. Box 30254 Lansing, MI 48909 (517) 241-9317

Building Permit: B028673
University Preparatory Academy
2664 Franklin Street
Detroit, Michigan
Wayne County

The above named building of Use Group E and Construction Type 2B is approved for use and occupancy.

THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 110.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.

Larry Lehman, Chief

Charles E. Curtis, Assistant Chief

Building Division

August 4, 2010

LEASE

Between

LANDLORD: TEF-EIGHT, LLC, a Michigan limited liability company,

And

TENANT: The Public School Academies of Detroit, a Michigan nonprofit corporation

Dated: April 4, 2013

LEASE

SECTION 1 SCHEDULE

LANDLORD:

NAME:

TEF-EIGHT, LLC

ADDRESS: P.O. Box 6349

Plymouth, MI 48170

TENANT:

NAME:

The Public School Academies of Detroit

ADDRESS:

c/o Board President 600 Antoinette Detroit, MI 48202

DEMISED PREMISES:

Land located in the City of Detroit, Wayne County, Michigan at 2251 Antietam, Detroit, Michigan, 48207, as described in the legal description attached as Exhibit A ("Site" or "Demised Premises"), together with all improvements located thereon, including without limitation the existing buildings, furnishings, fixtures, equipment, parking areas and related site improvements - The University Preparatory Science

and Math – Elementary Campus.

LEASE TERM:

July 1, 2013 until June 30, 2023 unless terminated sooner

pursuant to Section 2.2.

LEASE COMMENCEMENT

DATE:

This Lease shall commence and is effective on July 1,

2013.

RENT COMMENCEMENT DATE:

July 1, 2013

SCHOOL YEAR

July 1 to June 30

TERMINATION DATE:

June 30, 2023.

BASE RENT:

The Annual Base Rent shall be per Exhibit E

EXHIBITS ATTACHED:

"A" - Legal Description of Demised Premises.

"B" - Performance Standards.

"C" - Schedule of Annual Cap Ex Amounts "D" - Additional Reporting Requirements

"E" - Base Rent Schedule

SECTION 2 GRANT AND TERM

2.1 Demised Premises

Landlord, in consideration of the rents to be paid and the covenants, promises and agreements to be performed by Tenant, does hereby lease to Tenant and Tenant hereby rents from Landlord, the Demised Premises described in Section 1.

2.2 Term

The term of this Lease shall be for the Lease Term commencing on the Lease Commencement Date stated in Section 1 and expiring on the Termination Date stated in Section 1, unless the Lease Term is extended or sooner terminated in accordance with the provisions of this Lease, or automatically and immediately terminated in accordance with Article X of a certain Contract to Charter One or More Urban High School Academies and Related Documents dated December 14, 2007, as amended, by and between Grand Valley State University Board of Trustees ("GVSU") and the Public School Academies of Detroit (the "Charter School Contract).

SECTION 3 INTENTIONALLY OMITTED

SECTION 4 POSSESSION AND COMMENCEMENT OF TERM

4.1 Possession and Commencement of Lease Term

Landlord shall deliver actual possession of the Demised Premises to Tenant on the Lease Commencement Date specified in Section 1. On the Lease Commencement Date, Tenant will be deemed to have accepted the Demised Premises. The Rent, as defined herein, due under this Lease and the term of this Lease shall commence on the Rent Commencement Date.

4.2 Landlord Not Liable For Delays

Under no circumstances shall Landlord be liable for any delays in the delivery of possession to Tenant on the Rent Commencement Date. Tenant's sole and exclusive remedy shall be the abatement of Rent until the Demised Premises are ready for occupancy and possession is delivered to Tenant.

4.3 Memorandum

Within 30 days after the delivery of possession to Tenant, Tenant shall join with Landlord in the execution of a written memorandum confirming the Commencement Date and Termination Date of the Lease Term. Tenant's failure to execute the Memorandum (if requested by Landlord) shall be a default by Tenant under this Lease.

SECTION 5 BASE RENT

5.1 Base Rent

Tenant shall pay to Landlord the Annual Base Rent stated in Section 1, for the Demised Premises during the Lease Term. The Annual Base Rent shall be payable in quarterly installments in advance with the first such payment due on the Rent Commencement Date and then on the first day of each calendar quarter of each Lease Year thereafter at the office of Landlord stated in Section 1 or such other place designated by Landlord.

5.2 Rent Net of Expenses

Landlord and Tenant intend that the Annual Base Rent due hereunder, together with any adjustments during the Lease Term shall be absolutely net of all costs, expenses, taxes (real and personal) and charges of every kind and nature whatsoever relating to the ownership, occupancy or use of the Demised Premises. To the extent permitted by law and without waiving any privilege or immunity, Tenant shall indemnify and hold Landlord harmless from and against any such costs, expenses, taxes (real or personal) and charges for which Tenant is responsible under this Lease.

5.3 Additional Rent

All amounts due from Tenant and payable to Landlord or the provider of any service (such as Utilities (as defined below), maintenance, etc.), if provided direct to Tenant, excluding Annual Base Rent, including, without limitation, Utilities, Taxes (as defined below), maintenance and insurance costs shall be deemed to be additional rent ("Additional Rent"). Upon Tenant's failure to pay any Additional Rent, Landlord, in addition to any other remedies, shall have the same remedies provided for Tenant's failure to pay the Annual Base Rent (the Annual Base Rent, together with the Additional Rent, shall be collectively referred to as "Rent"). Tenant shall pay any and all sums of money or charges required to be paid by Tenant under this Lease, including, but not limited to, Additional Rent, promptly when the same are due, without any deductions or setoff whatsoever. Landlord will forward to Tenant any bills Landlord receives that Tenant is obligated to pay, including but not limited to Tax, Utility and other service bills, within five (5) days of Landlord's receipt thereof.

5.4 Lease Year

Lease Year shall mean a period of twelve (12) consecutive calendar months commencing July 1st and ending on June 30th. The first Lease Year shall begin on the Rent Commencement Date. Each succeeding Lease Year shall commence on the anniversary of the commencement of the first Lease Year.

SECTION 6 UTILITIES

Tenant agrees to pay all charges made against the Demised Premises for gas, heat, water, air conditioning, electricity, sanitary and storm sewage disposition, telephone, internet service, cable service and all other utilities (collectively, the "Utilities") during the Lease Term (but

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specifically excluding the expenses of bringing Utilities to the Site and metering the Utilities, which costs are the sole responsibility of Landlord) as the same shall become due, all of which shall be separately metered and billed directly to Tenant. Landlord shall not be liable to Tenant for the quality or quantity of any Utilities, or for any interruption in the supply of any Utilities.

SECTION 7 TAXES AND ASSESSMENTS

7.1 Obligation

Tenant agrees to pay to Landlord as Additional Rent any and all Taxes (as defined below) assessed against the Demised Premises or any personal property located on the Demised Premises for each Lease Year or partial Lease Years during the Lease Term.

7.2 Definition

"Taxes" shall be defined as: (a) all taxes (either real or personal), assessments (general or specific), all water and sewer charges, and all other governmental impositions, which may be levied during the Lease Term upon the land, buildings or improvements comprising the Demised Premises or any part thereof; (b) all other taxes and other charges imposed by the State of Michigan or any subdivision thereof which: (1) are in replacement of or in lieu of increases in all or any part of ad valorem taxes as sources of revenue and (2) are based in whole or in part upon Demised Premises or any interest therein or the ownership thereof, or the rents, profits or other income therefrom, including, without limitation, income, single business, franchise, excise, license, privilege, sales, use, and occupancy taxes; (c) a tax or surcharge of any kind or nature upon, against or with respect to the parking areas or the number of parking spaces on the Demised Premises; and (d) all costs and expenses incurred by Landlord during the Lease Term for negotiations for or contests of the amount of such taxes and assessments, without regard to the result, including, without limitation, actual attorneys' fees incurred in connection therewith; provided that Tenant pre-approves such contests for taxes or assessments. Taxes shall not include any tax on the net income of Landlord, except to the extent included in subparagraph (b) above.

7.3 Payments

Taxes on the Demised Premises levied or assessed for or during the Lease Term shall be paid to Landlord within ten (10) days after Landlord delivers to Tenant a statement for such Taxes. The Taxes for the years in which this Lease commences and terminates shall be prorated on a due date and per diem basis for the number of days comprising the portion of such Lease Years.

7.4 Tenant's Taxes

Tenant shall pay all real and personal property taxes levied or assessed against Tenant's property and improvements upon or affixed to the Demised Premises, including taxes attributable to all alterations, additions, or improvements made by Tenant.

SECTION 8 USE OF DEMISED PREMISES

8.1 Use of Demised Premises

Tenant shall use and occupy the Demised Premises during the Lease Term only for (a) the purpose of establishing, managing, and operating an urban high school academy and attendant office use, for uses authorized under the Charter School Contract, and for no other purpose without the prior written consent of Landlord, which may be granted or withheld in Landlord's sole and absolute discretion, provided that such use does not include (A) the rental to others of residential rental property, which is defined in Section 168(e)(2)(A) of the Internal Revenue Code of 1986 (the "Code") as property where eighty percent (80%) or more of the gross rental income from such property is derived from the rental of dwelling units, or (B) the operation of any: (1) private or commercial golf course, (2) country club, (3) massage parlor, hot tub facility, or suntan facility, (4) race track or other facility used for gambling, or (5) store the principal business of which is the sale of alcoholic beverages for consumption off premises. Tenant shall not use or permit any person to use the Demised Premises or any part thereof for any use or purpose other than the use stated in this Lease or in violation of any law, statute, order, ordinance, code, rule or regulation of any federal, state or municipal body or other governmental agency or authority having jurisdiction thereof, including, without limitation, zoning, land use and building ordinances, uses and requirements; occupational safety and health requirements; community right-to-know requirements; the Americans With Disabilities Act of 1990; and state and federal environmental laws (collectively "Laws"), affecting the Demised Premises, if any; provided, however, that Tenant shall not be responsible for any violation of Laws or any condition at the Demised Premises existing on or before the Lease Commencement Date. Tenant shall comply strictly with each and every term, condition, and requirement of the Charter School Contract.

8.2 Care of Demised Premises

Tenant shall keep the Demised Premises orderly, neat, safe and clean and free from rubbish and dirt at all times and shall store all inventory, supplies, trash and garbage within the buildings on the Demised Premises. Tenant shall keep the driveways and walkways within the Demised Premises free from snow and ice, and shall arrange for the regular removal of snow during the winter months and the pick-up of trash and garbage at Tenant's expense. At the expiration of the Lease Term, or the sooner termination thereof, Tenant shall surrender the Demised Premises in a substantially similar condition and repair as existed at the time Tenant took possession, reasonable wear and tear excepted.

8.3 Hazardous Substances

Tenant shall not cause or permit the Demised Premises to be used to generate, manufacture, refine, transport, treat, store, handle, dispose, transfer, produce or process hazardous substances.

SECTION 9 INDEMNITY

9.1 Indemnity

To the extent permitted by applicable law, Tenant shall defend, indemnify and hold harmless Landlord and Landlord's officers, directors, employees and agents (regardless of any negligence imputed to Landlord by law due to its ownership of the real property involved), from and against

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any and all claims, suits, personal injuries, death, property damage, liabilities, damages, losses, costs or expenses, including, without limitation, reasonable legal, accounting, consulting, engineering and other expenses (collectively, the "Damages") which may be imposed upon, incurred by, or asserted against Landlord or Landlord's officers, directors, employees or agents (collectively, the "Indemnified Parties"), arising directly or indirectly from any (a) occurrence on or about the Demised Premises from any cause whatsoever from and after the Commencement Date and during the Lease Term, (b) failure of Tenant to comply with any provision of this Lease, (c) failure of any subtenant to comply with any provision of any sublease, (d) occupancy or use by Tenant and/or subtenant of the Demised Premises or any act or omission of Tenant, its employees, agents, representatives, invitees, licensees and contracting parties or any subtenant, or (e) failure of Tenant to strictly comply with the terms and conditions of the Charter School Contract. The indemnities provided herein shall include reasonable attorneys' fees incurred by the Indemnified Parties in connection with such Damages or to enforce the indemnity given hereunder. Tenant shall not be required, however, to indemnify Landlord against Damages arising from Landlord's gross negligence or willful misconduct. Any liability or loss as to which the Indemnified Parties are entitled under this Section 9.1 and all expenses incurred in connection therewith including, but not limited to, reasonable attorneys' fees, shall constitute Additional Rent payable upon demand.

9.2 Liability Insurance

Tenant shall procure and keep in effect during the Lease Term commercial, general liability insurance on an occurrence basis, including operations and insured contract coverage, for personal injury, death or property damage occurring in, upon or about the Site or the Demised Premises or any street, drive, sidewalk, curb or passageway adjacent thereto in the amount reasonably required by Landlord (but in no event less than Ten Million (\$10,000,000) Dollars combined single limit per occurrence, which may be based on a combination of primary coverage plus excess insurance or "umbrella" coverage. Any contractual liability coverage for indemnifications given by Tenant under this Lease shall not in any way limit such indemnifications.

9.3 Delivery of Policy and Special Endorsement

The insurance policies required by this Section 9 shall name Landlord as an additional insured and contain provisions, deductibles and special endorsements satisfactory to Landlord. Such insurance policies shall prohibit cancellation, alterations, changes, amendments, modifications, deletions or reductions in coverage either at the insistence of Tenant or the insurance company issuing the policy, without at least thirty (30) days' prior written notice having been given to Landlord. All insurance policies shall be written by carriers with a Best rating of B+ or greater. Original insurance certificates and copies of insurance policies and all renewals thereof, together with receipts evidencing payment in full of the premiums thereon, shall be delivered promptly to Landlord prior to Tenant taking possession of the Demised Premises and at least thirty (30) days prior to expiration or renewal of such insurance. If Tenant fails to maintain such insurance coverage, Landlord may, at its option, procure such insurance for the account of Tenant and the cost thereof shall be paid to Landlord as Additional Rent.

SECTION 10 MAINTENANCE AND REPAIRS

10.1 Maintenance And Repairs

Subject to any work covered by warranties Landlord receives from any construction contractor, subcontractor or materialman providing services and/or material in connection with the improvements to the Demised Premises made by Landlord, all of which maintenance Landlord shall be responsible to cause to be performed at Landlord's cost, Tenant shall, at its sole cost and expense, during the Lease Term, maintain, repair and replace and keep neat and in good appearance and condition the Demised Premises, including, but not limited to, the roof, exterior, interior, ceiling, electrical system, plumbing system, HVAC system, storm sewers, sanitary sewers, water main, the driveways, walkways, parking area, lighting facilities, landscaping and land, which are part of the Demised Premises; provided however, that Tenant shall not be responsible for latent defects at the Demised Premises. The plumbing system, including the sewage facility serving the Demised Premises shall not be used for any purpose other than for which it was constructed and Tenant shall not introduce any matter therein which results in blocking such system. Tenant shall, at its sole cost and expense, also repair or replace the driveways, walkways, parking areas, and landscaping on the Demised Premises. Tenant shall, at its sole cost and expense, contract with contractors acceptable to Landlord (except in the case of emergency and except custodial) for the performance of all maintenance, repairs and replacement required of Tenant under this Lease. Tenant shall perform such maintenance, repairs and replacement so as to maintain the Demised Premises in the same condition in which it was delivered to Tenant, reasonable wear and tear excepted. Such maintenance, repair and replacement obligations of Tenant shall include items deemed to be capital improvements for tax purposes. The maintenance, repair and replacement obligations of Tenant hereunder, shall survive termination of this Lease to the extent such obligations accrued prior to the termination of this Lease.

Tenant hereby agrees to appropriate an annual amount ("Annual Cap Ex Amount") per Lease Year for the remaining Lease Term and any exercised Option Period for fixtures, furnishings and equipment (collectively, the "FF&E") mechanical, HVAC, plumbing, sewer, electrical, and other building system (collectively, the "Building Systems") repairs and replacement at the Demised Premises. The repair and/or replacement FF&E and Building Systems shall become the property of Landlord upon installation caused by Tenant and shall remain at the Demised Premises after termination and/or expiration of this Lease. FF&E and Building Systems expenditures shall be made prior to the commencement of the School Year during such Lease Year and if the Annual Cap Ex Amount is not expended by the start of the School Year, the remaining amount shall be placed in an escrow account or capital reserve budget line item ("Escrow Account") before the start of the School Year with a federally insured bank with withdrawal privileges requiring the signatures of both Landlord and Tenant for withdrawals in excess of \$10,000. to expend the Annual Cap Ex Amount in each Lease Year and/or escrow the shortfall or full amount thereof after the fourth Lease Year and for each and every year thereafter, including any Option Period (if exercised), in a timely fashion as outlined herein shall constitute a Default under this Lease.

On or before June 30, 2014, Landlord and Tenant shall negotiate in good faith to determine through a comprehensive building evaluation, the Annual Cap Ex Amount and include a schedule of Annual Cap Ex Amounts as an additional **Exhibit C** to this Lease.

10.2 Compliance With Laws

During the term of this Lease, Tenant shall comply with all Laws (as defined in Section 8.1) and make any repairs, additions, modifications or alterations to the Demised Premises, regardless of the nature thereof, which are required by any Laws or required by the insurance carrier to maintain the insurance required under this Lease; provided, however, that Tenant shall not be responsible for any conditions existing at the Demised Premises prior to the Lease Commencement Date.

SECTION 11 TENANT'S ALTERATIONS

Tenant shall not make any structural alterations, additions, modifications or improvements to the Demised Premises without the prior written consent of Landlord, which consent may be granted or withheld in the sole and absolute discretion of Landlord. Tenant shall not make any non-structural alterations, additions, modifications or improvements having a cost in excess of \$10,000 to the Demised Premises without the prior written consent of Landlord, which consent shall not be unreasonably withheld.

SECTION 12 PROPERTY INSURANCE, REBUILDING AND WAIVER OF SUBROGATION

12.1 Property Insurance

Tenant shall, during the Lease Term, at its sole cost and expense, keep the Demised Premises and all Landlord owned FF&E insured for the benefit of Landlord and any mortgagee of Landlord:

- (a) by an "All Risk of Physical Loss" policy with the broadest form of extended coverage endorsement in an amount sufficient to prevent Landlord from becoming a co-insurer under the policies or Laws, including special extended coverage endorsements reasonably required by Landlord in an amount equal to the full replacement and reconstruction cost and valued on a replacement cost basis of the building, improvements and Landlord owned FF&E which are a part of the Demised Premises (including any alterations) as determined solely by Landlord, without allowance for depreciation and exclusive of the cost of excavations, foundations and footings;
- (b) against damage by flood if the Site is located in an area identified by the Secretary of Housing and Urban Development, or any successor, as an area having special flood hazard and in which flood insurance has been made available under the Flood Acts, in an amount determined solely by Landlord;
- (c) against damage or loss from (l) sprinkler system leakage, and (2) boilers, if any, boiler tanks, if any, heating and air-conditioning equipment, pressure vessels, auxiliary piping

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and similar apparatus, in an amount determined solely by Landlord; and

(d) during the period of any construction, repair, restoration, or replacement of the Demised Premises performed after the construction of the Landlord Improvements, by a standard builder's risk policy with extended coverage in an amount at least equal to the full replacement and reconstruction cost and valued on a replacement cost basis, workers compensation in statutory amounts, and such endorsements as required by Landlord.

Tenant shall provide Landlord with evidence of the above-referenced insurance on or before the Lease Commencement Date. Evidence of such insurance shall be in the form of an insurance policy or binder. Landlord and any mortgagee of Landlord shall be named as an additional insured on all such policies. If Tenant fails to maintain such insurance coverage, Landlord may, at its option, procure such insurance for the account of Tenant and the cost thereof shall be paid by Tenant to Landlord upon delivery to Tenant of bills therefor. The insurer or insurers shall be such as may from time to time be approved by Landlord and shall be issued by insurance companies authorized to do business in the State of Michigan.

12.2 Rebuilding

If the Demised Premises shall become damaged by fire or other casualty, Landlord may either restore the Demised Premises or make them tenable (to the extent of available insurance proceeds) or terminate this Lease by notifying the Tenant of such termination within thirty (30) days after the date of such damage, at its sole option. Tenant shall immediately notify Landlord of the occurrence of a fire or other casualty at the Demised Premises.

12.3 Waiver of Subrogation

Any property insurance policy carried by Landlord or Tenant or any policy covering both the interest of Landlord or Tenant under this Section 12 shall include a provision under which the insurance company waives all right of recovery by way of subrogation against Landlord or Tenant in connection with any loss or damage covered by any such policy. Landlord or Tenant hereby release and discharge each other from any liability whatsoever arising from any loss, damage or injury caused by fire or other casualty to the extent of the insurance covering such loss, damage or injury.

SECTION 13 EMINENT DOMAIN

13.1 Condemnation

If all or any material part of the Demised Premises shall be taken or condemned by any competent authority for any public use or purpose, the Lease Term shall, at the option of Landlord, end as of the date of the actual taking. If the Demised Premises may not be reasonably used for the purpose contemplated by this Lease following any taking, Tenant may terminate this Lease by written notice to Landlord. In the event of a termination pursuant to this Section, Rent shall be prorated to the date of such taking. In the event of a condemnation, Landlord shall be entitled to the entire condemnation award, except that Tenant shall be entitled to receive any portion of the condemnation proceeds awarded for Tenant moving costs and related expenses, and diminution in value of the leasehold interest only and loss of business.

13.2 Landlord's and Tenant's Damages

Subject to Section 13.1 above, all damages awarded for such taking under the power of eminent domain, whether for the whole or a part of the Demised Premises, shall belong to and be the property of Landlord.

SECTION 14 ACCESS TO PREMISES

Landlord or Landlord's agent shall have the right to enter the Demised Premises at all reasonable times to inspect or examine the same, and to make such tests, repairs, alterations, improvements or additions as Landlord may deem necessary or desirable. Landlord shall conduct all inspections and examinations and all repairs, alterations, improvements and/or additions in such a manner so as to not unreasonably disrupt the operations of Tenant at the Demised Premises.

SECTION 15 FIXTURES AND EQUIPMENT

All FF&E installed by Landlord shall remain the property of Landlord at the termination of this Lease. If Tenant installs any FF&E during the Lease Term that are incorporated into and/or affixed to the buildings or improvements located on the Demised Premises and cannot be removed without substantial damage or injury to the buildings or improvements, then such FF&E shall automatically become the property of Landlord upon installation and shall not be removed without Landlord's prior written consent, which may be granted or withheld in Landlord's sole and absolute discretion. All FF&E installed by Tenant and not removed at the termination of the Lease Term shall remain the property of Landlord. In the event Landlord consents to such removal, Tenant shall remove such FF&E in accordance with all applicable Laws and shall repair any damage or injury caused by the removal thereof in a good and workmanlike manner.

If Tenant installs any FF&E during the Lease Term of which can be removed from the Demised Premises without substantial damage or injury to the buildings or improvements, then Tenant may remove such FF&E at the termination of this Lease.

Annually, on or about April 15 of each calendar year, Tenant shall provide Landlord with an accounting as to any FF&E of Landlord which have been replaced or otherwise disposed of by Tenant. Except for any such items which have become damaged or unusable, Tenant shall offer Landlord the opportunity, in writing and with reasonable notice (not less than seven (7) days), to claim any items being replaced by Tenant. If Landlord does not exercise its right to claim such items, they may be disposed of by Tenant in such fashion as Tenant may deem appropriate.

SECTION 16 <u>ASSIGNMENT, SUBLETTING AND TRANSFERS BY TENANT</u>

Tenant shall not sell, assign, sublet, hypothecate, encumber, mortgage or in any manner transfer this Lease or any estate or interest therein (including any transfer by operation of law or otherwise), the Demised Premises or any part thereof or permit the use of the Demised Premises by any person or entity other than Tenant (collectively, a "Transfer"), without the prior written consent of Landlord, which may be granted or withheld in Landlord's sole and absolute discretion.

SECTION 17 MORTGAGE, SALE OR TRANSFER

17.1 Mortgage

Landlord shall have the right to mortgage or otherwise encumber (which shall include any form of encumbrance, mortgage, deed of trust or other similar instrument which will enable Landlord to secure tax credits relating to the Demised Premises and/or the use thereof) the Demised Premises ("Mortgage"). In the event of a Mortgage, the Tenant shall attorn to the mortgagee or other similarly situated party ("Mortgagee") and recognize the Mortgage as superior to the rights of the Tenant under this Lease upon the condition that the Mortgagee executes and delivers to Tenant an agreement ("SNDA Agreement") in a form satisfactory to Tenant and Mortgagee that provides that the Mortgagee will recognize this Lease and not disturb Tenant's possession of the Demised Premises, so long as Tenant is not otherwise in Default beyond any applicable cure period, in the event of foreclosure or other enforcement activity. Tenant agrees, upon receipt of such SNDA Agreement, to execute such further reasonable instrument(s) as may be necessary to subordinate this Lease to the lien of any such Mortgage.

17.2 Sale or Transfer

Landlord shall have the right to sell, transfer or assign the Demised Premise ("Conveyance"). In the event of a Conveyance, Tenant shall attorn to the purchaser, transferee or assignee ("Transferee") and recognize such Transferee as Landlord under this Lease and Landlord shall be relieved from all subsequent obligations and liabilities under this Lease, provided such obligations are assumed in writing by such Transferee and a copy thereof is provided to Tenant.

SECTION 18 DEFAULT, RE-ENTRY AND DAMAGES

18.1 Default

The following shall constitute a default ("Default") under this Lease:

- (a) Tenant fails to pay within seven (7) days of the due date any Base Rent or Additional Rent due hereunder on the day the same shall be due;
- (b) Tenant fails to perform any of the terms and conditions under this Lease, other than the payment of Base Rent or Additional Rent, and such failure remains uncured for thirty (30) days following written notice thereof given by Landlord to Tenant;
- (c) Tenant files bankruptcy or Tenant becomes insolvent;
- (d) Tenant has abandoned for longer than thirty (30) days, except for the period from June 30 to August 30 of any Lease Year, which shall not be deemed abandonments, or Tenant has vacated the Demised Premises;
- (e) In the event that a Change in Control of Tenant occurs without the prior approval of Landlord being obtained. "Change in Control" shall mean a change in Board President of the Tenant's Board of Directors, or a change in the majority of members of the Tenant's Board of

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Directors from those holding office on the Lease Commencement Date, without the prior approval of Landlord having been obtained.

- (f) In the event that a Change in Control of the Educational Management Company used by Tenant to operate the urban high school academy school district which is operating the building and facility which is the subject of this Lease occurs without the prior approval of Landlord being obtained. "Change in Control" shall mean any of the following: (1) a change in the President of the Board of Directors or Managing Member of the Educational Management Company; (2) a change in the majority of members of the Board of Directors or membership of the Educational Management Company from those holding such positions on the Lease Commencement Date; or (3) change in the Chief Executive Officer (or similar title); or (4) any change of the actual person in primary control of the operation of the respective school on behalf of the Educational Management Company.
- (g) The failure of Tenant to establish policies required by the Charter School Contract in a timely manner, as required by the Charter School Contract.
- (h) The termination or expiration of the Charter School Contract or any failure to renew or extend such Charter School Contract for any reason or no reason; unless Tenant enters into a replacement charter contract which authorizes Tenant to operate a public school academy at the Demised Premises for the same grade range as the Charter School Contract prior to the commencement of the next School Year. In the event the Charter School Contract is terminated during the School Year, thereby prohibiting the Tenant from operating a public school in accordance with Michigan law, this Lease shall terminate automatically.
- (i) A default by Tenant under any current Leases (or subleases) between Tenant, or any entity related to Tenant, and Thompson Educational Foundation, or any subsidiary or related entity which may include but are not limited to TEF-ONE, LLC, TEF-TWO, LLC, TEF-THREE, LLC, TEF-FOUR, LLC, TEF-FIVE, LLC and TEF Franklin, LLC, that is not cured within the time specified in such Lease.
- (j) Failure by Tenant to provide all information reasonably requested by Landlord to permit Landlord to confirm compliance with the terms of any tax credit arrangements relating to the Demised Premises and any Mortgage.
- (k) Tenant fails to meet any one or more of the performance standards set forth on **Exhibit B** (collectively, the "Performance Standards").
- (l) In the event that there shall be a change in the Contract Administrator in place at the time of Lease Commencement Date, without the prior written approval of Landlord having been obtained.

18.2 Landlord's Remedies Upon Default

(a) Immediately upon Tenant's Default under this Lease, except (i) in the case of Tenant's Default under 18.1(k), one (1) year from Tenant's failure to meet any of the Performance Standards, and (ii) in the case of a Tenant's Default under 18.1(f), if during a School Year, by June 30, Landlord shall, in addition to all of its other remedies under this Lease and available at law or in equity, have the right to re-enter the Demised Premises, in accordance

with applicable law, to remove all persons and property therefrom. Upon the occurrence of such Default, Landlord, at its option, may either terminate this Lease, or without terminating this Lease, re-let the Demised Premises or any part thereof on such terms and conditions as Landlord deems advisable in its sole and absolute discretion. No such eviction, entry or taking of possession of the Demised Premises, whether through summary eviction proceedings or by self-help, shall be construed as an election on its part to terminate this Lease unless Landlord provides written notice of such intention to Tenant or unless termination is declared by a court of competent jurisdiction.

(b) In addition to any other remedy provided for herein, if Landlord brings suit to recover possession of the Demised Premises or money due under this Lease or a suit for the breach of an obligation Tenant should have performed under the Lease and if Landlord prevails, Tenant shall pay Landlord for expenses incurred in such action, including reasonable attorney's fees. Such expenses shall be deemed to have been incurred when the action commences and shall be enforced whether or not the action is prosecuted to judgment. In the event Tenant prevails in any lawsuit in connection with the Demised Premises, Tenant shall have its expenses, including reasonable attorneys' fees, paid by Landlord.

18.3 Waiver of Jury Trial and Counterclaim

In the event Landlord commences any proceedings for non-payment of Rent, Additional Rent, or any other amount payable to Landlord by Tenant, Tenant shall not interpose any counterclaim of whatsoever nature or description in any such proceeding unless same is a compulsory or mandatory counterclaim. This shall not, however, be construed as a waiver of Tenant's right to assert such a claim in any separate action brought by Tenant. Landlord and Tenant waive trial by jury in any action or proceeding brought by either party on any matter whatsoever arising out of or in any way connected with this Lease, the relationship of lessor and lessee, Tenant's use or occupancy of the Demised Premises, or any claim of injury or damage.

SECTION 19 REPORTING

19.1 School Reports

During the Lease Term, as soon as available, but in no event after the period set forth herein, Tenant shall furnish, upon written request and to the extent not otherwise prohibited by law, or, where information is maintained on government online databases or formats, make available to Landlord the following documents with respect to the School:

- a) within sixty (60) calendar days after the beginning of each fiscal year of Tenant, annual enrollment for the School, including, without limitation, federal free and reduced-price lunch eligibility and special education and ethnicity enrollment;
- b) within thirty (30) calendar days of Tenant's receipt as to the School and to the extent not otherwise prohibited by applicable law: (A) "Annual School Report Card" required by the No Child Left Behind Act, and the following additional information if not included in the Annual School Report Card: performance on mandated state educational tests and internally-administered tests; (B) all programmatic quality reporting, including

reports to the charter authorizer; and (C) all material correspondence from the charter authorizer; and

c) Promptly after request, Tenant shall furnish to Landlord such additional information, reports, statements, and certificates with respect to the School as Landlord may from time to time reasonably request, in form and content reasonably satisfactory to the Landlord. Tenant and Landlord acknowledge and agree that certain student-identifying information (including, without limitation, names and social security numbers) may be redacted from documents provided to Landlord pursuant to this 19.1 to protect the privacy of students of the School prior to such documents being delivered to Landlord.

19.2 Financial Reports

Tenant shall deliver to Landlord (i) within one hundred twenty (120) days of the end of Tenant's fiscal year, financial statements for Tenant (including, at a minimum, a balance sheet, an income statement showing breakeven or better financial performance, and a statement of cash flow), which financial statements include specific details for Tenant Business and are certified as true and correct by an authorized officer of Tenant, in a form reasonably satisfactory to Landlord in all respects and audited by an independent certified public accountant reasonably approved by Landlord. All financial statements shall be prepared in accordance with generally accepted accounting practices for public school accounting in the State of Michigan. Tenant shall deliver to Landlord such other financial information with respect to Tenant and the Demised Premises as Landlord may reasonably request from time to time.

SECTION 20 QUIET ENJOYMENT

Landlord covenants that so long as no Tenant Default has occurred and is continuing, Tenant may peacefully and quietly hold and enjoy the Demised Premises for the Lease Term without interference by Landlord or any person claiming by, through or under Landlord.

SECTION 21 SUBORDINATION

This Lease is and shall be subject and subordinate to all mortgages and ground or underlying leases which may now or hereafter affect the Demised Premises, and to all renewals, modifications, consolidations, replacements and extensions thereof. In confirmation of such subordination, Tenant shall execute and deliver upon demand such further instrument or instruments subordinating this Lease to the lien of any such mortgage or mortgages as shall be desired by Landlord, as well as any mortgages or proposed mortgagees. Any mortgagee of the Landlord shall be entitled to rely upon and enforce the terms of this Section 21 as a third party beneficiary.

SECTION 22 SIGNS

Tenant will not place or cause to be placed or maintained any sign or advertising matter of any kind anywhere on the Demised Premises, except in the interior thereof, without Landlord's prior written approval.

SECTION 23 OPTION TO EXTEND

23.1 Option to Extend Lease Term

So long as no Default has occurred and is continuing, and Landlord and Tenant shall have agreed upon the terms of a revised, updated and replacement **Exhibit B** setting forth the Performance Standards for the Option Period (as defined below) (the "Replacement Exhibit B"), Tenant shall have one (1) option to extend the Lease Term on the same terms and conditions set forth herein but including the Replacement Exhibit B for a period of five (5) years (the "Option Period") in accordance with the terms of this Section 23 (the "Option to Extend") at the Annual Base Rent set forth for such years in **Exhibit E**. The Option to Extend the Lease Term is personal to the Tenant and is not transferable or exercisable by any transferee.

23.2 Exercise of Option

If this Lease is in full force and effect, and Tenant complies with Section 23.1, Tenant may exercise the Option to Extend by providing Landlord with written notice of exercise not more than fifteen (15) months or less than twelve (12) months prior to the expiration of the initial Lease Term, provided Tenant is in compliance with the Performance Standards, and the Replacement Exhibit B has been incorporated into the Lease and is applicable for the Option Period.

SECTION 24 MISCELLANEOUS

24.1 Condition of Demised Premises

This Lease and exhibits attached hereto and forming a part hereof, set forth all of the covenants, agreements, stipulations, promises, conditions, understandings and representations, hereinafter collectively "Representations" between Landlord and Tenant concerning the Demised Premises. Landlord and Tenant agree that there are no Representations other than set forth herein and agree to make no claims against each other based upon Representations not set forth herein.

24.2 Modification

This Lease shall not be modified or amended unless in writing signed by Landlord and Tenant.

24.3 Notices

Any notices or demands required under this Lease shall be in writing addressed to each party at the address set forth Section 1, except that after the Rent Commencement Date any notice to

UPSM Elementary Lease

Tenant shall be given in writing at the Demised Premises, or such changed address provided in writing by the applicable party and shall be served as follows: (a) by personal service with service being effective upon delivery, or (b) by certified mail, return receipt requested, with service being effective two (2) days after mailing, or (c) by telecopy, facsimile, e-mail or other form of telecommunication, with service being effective upon the date of transmission with reasonable evidence that the transmission was sent, or (d) by recognized overnight courier service, with service being effective one (1) day after delivery to such courier service.

24.4 Survival

Any obligation of Tenant under this Lease which is not performed in full prior to the termination of this Lease shall survive the termination of this Lease and continue in full force and effect until performed in full.

24.5 Captions and Section Numbers

The captions, section numbers and article numbers appearing in this Lease are inserted only as a matter of convenience and in no way define, limit, construe, or describe the scope or intent of such sections or articles of this Lease.

24.6 Construction

This Lease shall be construed and enforced in accordance with the laws of the State of Michigan. If any provision of this Lease, or the application thereof to any person or circumstances, shall, to any extent be invalid or unenforceable, the remaining provisions of this Lease shall not be affected thereby and shall be valid and enforceable.

24.7 Binding Effect

This Lease shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors, assigns and permitted transferees.

24.8 Joint Drafting

Landlord and Tenant acknowledge and agree that each has joined in and contributed to the drafting of this Lease and as a result there shall be no presumption in construing the provisions of this Lease favoring or burdening either Landlord or Tenant based upon draftsmanship or similar rule of construction.

24.9 Counterparts

This Lease may be executed in any number of separate counterparts, each of which, when executed and delivered, shall be an original, but such counterparts shall together constitute one and the same document.

IN WITNESS WHEREOF, Landlord and Tenant have executed this Lease on the day and year first above written.

LANDLORD:

TEF-EIGHT, LLC,

a Michigan limited liability company

Thompson Educational Foundation, its sole By:

member

John G. Cleary

Vice President of Finance and Real Estate

TENANT:

THE PUBLIC SCHOOL ACADEMIES OF DETROIT,

a Michigan nonprofit corporation

By:

Edward Parks

Its:

President

LANDLORD:

TEF-EIGHT, LLC, a Michigan limited liability company

By: Thompson Educational Foundation, its sole member

By:
John G. Cleary
Vice President of Finance and Real Estate

TENANT:

THE PUBLIC SCHOOL ACADEMIES OF DETROIT,

a Michigan nonprofit corporation

By: Edward Parks

Its: President

EXHIBIT A

Legal Description

LAND IN THE CITY OF DETROIT, COUNTY OF WAYNE, STATE OF MICHIGAN, BEING DESCRIBED AS:

LOT 6, ELMWOOD PARK URBAN RENEWAL PLAT SUBDIVISION NO. 1, AS RECORDED IN LIBER 89, PAGES 47 THROUGH 49 OF PLATS, WAYNE COUNTY RECORDS. LOT 1 THOUGH 15, BLOCK 29, DUBOIS SUBDIVISION, AS RECORDED IN LIBER 1, PAGE 163, WAYNE COUNTY RECORDS. LOTS 1 THROUGH 24, BLOCK 20, JOSEPH CAMPAU FARM SUBDIVISION, AS RECORDED IN LIBER 2, PAGE 17 OF PLATS, WAYNE COUNTY RECORDS. ALSO THE EAST 1/2 OF VACATED DUBOIS, AND THE NORTH 1/2 OF VACATED JAY AND VACATED ALLEYS, ADJACENT EXCEPT CHENE STREET.

BEING MORE PARTICULARLY DESCRIBED AS:

A PART OF PRIVATE CLAIM 91, CONSISTING OF LOT 6, ELMWOOD PARK URBAN RENEWAL PLAT SUBDIVISION NO. 1, AS RECORDED IN LIBER 89, PAGES 47 THROUGH 49 OF PLATS, WAYNE COUNTY RECORDS, ALSO LOTS 1 THOUGH 15, INCLUDING VACATED ALLEYS, BLOCK 29, DUBOIS SUBDIVISION, AS RECORDED IN LIBER 1, PAGE 163, WAYNE COUNTY RECORDS, AND LOTS 1 THROUGH 24, INCLUDING VACATED ALLEYS, BLOCK 20, JAMES CAMPAU FARM SUBDIVISION, AS RECORDED IN LIBER 2, PAGE 17 OF PLATS, WAYNE COUNTY RECORDS. ALSO THE EAST 1/2 OF VACATED DUBOIS STREET, AND THE NORTH 1/2 OF VACATED JAY STREET. ALSO THE WEST 1/2 OF VACATED DUBOIS STREET BETWEEN JAY STREET AND WATERLOO STREET, AND THE SOUTH 1/2 OF VACATED WATERLOO STREET BETWEEN DUBOIS STREET AND CHENE STREET. ALSO EXCEPTING THE EAST 60 FEET OF LOTS 9 THROUGH 16, BLOCK 20, OF SAID JAMES CAMPAU FARM SUBDIVISION FOR THE WIDENING OF CHENE STREET.

ALL OF THE ABOVE BEING MORE PARTICULARLY DESCRIBED AS:

COMMENCING AT A FOUND MONUMENT AT THE NORTHEASTERLY RIGHT-OF-WAY INTERSECTION OF ST. AUBIN AVENUE (120' WIDE) AND ANTIETAM STREET (120' WIDE), ALSO BEING THE SOUTHWESTERLY CORNER OF LOT 3 OF "ELMWOOD PARK URBAN RENEWAL PLAT NO. 1 OF PART OF PRIVATE CLAIM 14, 90 AND 91, CITY OF DETROIT, WAYNE COUNTY, MICHIGAN", AS RECORDED IN LIBER 89, PAGES 47, 48 AND 49 OF PLATS, WAYNE COUNTY RECORDS; THENCE N.59°52'13"E., 932.19 FEET ALONG THE NORTHERLY RIGHT-OF-WAY LINE OF SAID ANTIETAM STREET TO THE POINT OF BEGINNING, SAID POINT BEING THE SOUTHWESTERLY CORNER OF LOT 6 OF SAID "ELMWOOD PARK URBAN RENEWAL PLAT NO. 1", ALSO BEING THE NORTHWESTERLY RIGHT-OF-WAY INTERSECTION OF SAID ANTIETAM STREET AND VACATED DUBOIS STREET (50' WIDE, NOW CONVERTED TO A

PUBLIC EASEMENT); THENCE N.26°07'10"W., 536.28 FEET ALONG THE WESTERLY LINE OF SAID VACATED DUBOIS STREET TO A POINT ON THE CENTERLINE OF VACATED WATERLOO STREET (50' WIDE, NOW CONVERTED TO A PUBLIC EASEMENT); THENCE N.59'52'13"E., 542.42 FEET ALONG THE CENTERLINE OF SAID VACATED WATERLOO STREET TO A POINT ON THE WESTERLY RIGHT-OF-WAY LINE OF CHENE STREET (120' WIDE); THENCE S.26°07'10"E., 536.28 FEET ALONG THE WESTERLY RIGHT-OF-WAY LINE OF SAID CHENE STREET TO THE NORTHWESTERLY RIGHT-OF-WAY INTERSECTION OF SAID CHENE STREET AND SAID ANTIETAM STREET, ALSO BEING THE SOUTHEASTERLY CORNER OF SAID LOT 6; THENCE S.59°52'13"W., 542.42 FEET ALONG THE NORTHERLY RIGHT-OF-WAY LINE OF SAID ANTIETAM STREET, ALSO BEING THE SOUTHERLY LINE OF SAID LOT 6, TO THE POINT OF BEGINNING.

CONTAINING: 290,178.23 SQ. FT. OR 6.661 ACRES OF LAND.

COMMONLY KNOWN AS: 2251 ANTIETAM TAX PARCEL ID: WARD 09 ITEM 01020-123

Exhibit B

Performance Standards

Tenant's failure to meet in any school year during the Term any one or more of the standards relating to its operation of the University Preparatory Science and Math Elementary School, is a default of Lease.

- 1. Each year, at least 90% of the eligible fifth graders will enter the middle schools the following fall.
- 2. 75% of the sixth graders entering the middle schools who attended the elementary schools since kindergarten will read at or above grade level.
- 3. Average daily attendance rate for students shall be at least 90% for each school year.
- 4. University Preparatory Science and Math will meet whatever metric the state determines will replace Adequate Yearly Progress (AYP).
- 5. Annually, the PSAD Board will be provided certain mandatory reporting data as outlined and in the format as depicted in attached Exhibit D. This data and the reports are to be provided by October 31st of each school year.

EXHIBIT C Schedule of Annual Cap Ex Amounts

(To be determined by Landlord and Tenant prior to June 30, 2014)

PSAD - UPSM Required Reporting - ENROLLMENT SUMMARY

| Date of Report: | |
|-----------------|--|
| | |

| UNIVER | SITY PREP SC | ENCE AND | MATH DIST | TRICT | |
|---|---------------|-----------------|---------------|-------------|-------|
| SUMMARY ENROLLME | | K-5 - FALL 2013 | | High School | Total |
| LAST YEAR at 5/3/12 | | - | | | |
| ORIGINAL BUDGET | | - | | | |
| DASHBOARD REPORT - PSAD BOARI | D MTG 9/25/12 | - | | | |
| ENROLLMENT - COUNT DAY - 10/3/ | 12 | - | | | |
| | | | | | |
| | DAY 10/2/12 | K-5 · FALL 2013 | Middle School | High School | Total |
| | к | | | | |
| and the control of the control of the Allegan control of the control of the contr | 1 | | | | - |
| | 2 | | | | - |
| | 3 | - | | | |
| | 4 | | | | |
| | 5 | | | | |
| | 6 | | | | |
| | 7 | | | | |
| | 8 | | | | |
| | 9 | | | | • |
| The second second second | 10 | | | | |
| | 11 | 7.2 | | | |
| | 12 | | | - | |

| Ind | lividual Classro | oom Student | Size - COU | NT DAY Fall | 2013 |
|-------|------------------|-----------------|-----------------|-----------------|---------------|
| GRADE | K-5 - Fall 2013 | K-5 - Fall 2013 | K-5 - Fall 2013 | K-5 - Fall 2013 | Total for K-5 |
| к | | | | | - |
| 1 | | | | | - |
| 2 | | | | | - |
| 3 | | | | | |
| 4 | | | | | - |
| 5 | | | | | |

TOTAL

NOTE: FOR Middle School and High School - Submit report named "Count of Studentid" generated through PowerSchool, by Detroit 90/90 Central Office Staff.

| For Electric Field Students Field February (2014) Field Students Field February (2014) Field Students Field February (2014) Field Field February (2014) Field Fiel | | | LOAD | PSAD - UPSINI REQUIRED REPORTING - GRADE TO GRADE STUDENT ATTRITION UNIVERSITY PREP SCIENCE AND MATH DISTRICT | UNIVE | a Kep | PREP S | III'EG KEPORTING - GKADE IO GKADE STUD VERSITY PREP SCIENCE AND MATH DISTRICT | AND MA | RADE TH DIS | STUDE | INT ATT | RITION | | | |
|--|---|---------|----------------------------------|---|---|--------------------------------------|----------------------------------|--|---|--------------------------------------|----------------------------------|--|---|--------------------------------------|-----------|--|
| Students, students, ended to Students and so now on Count day. Students, students, ended to Students and students and students and students on Count day. Students closed to Students and | -Trice | K-5 - I | Fall 2013 | | | Middle | School | | | High S | ichool | | | ALL SCHOOL | BUILDINGS | |
| FOR SIXTH GRADE BELOW, USE UPSM K-5 FOR EIGHTH GRADE BELOW, USE UPSM Middle School From Sth. Fr | # of Studen @ end of school year 6/30/13 | | # of new students enrolled | | # of Students @ end of school year - 6/30/12 | # of Students that left UPA | # of new students enrolled | # of Students on Count day. 10/3/12 next grade up | # of Students @ end of school year - 6/30/12 | # of Students that left UPA | # of new students enrolled | # of Students on Count day. 10/3/12 next grade up | # of Students @ end of school year - 6/30/12 | # of Students that left UPA | | # of Students on Count day. 10/3/12 next grade up |
| From Sth. From S | | | | | | | | | | | | | | | , | • |
| FOR SIXTH GRADE BELOW, USE UPSM K-S FOR EIGHTH GRADE BELOW, USE UPSM Middle School From Sth From Sth From other Grade grade grade grade grades | | | | · | | | | | 16 | | | | • | | | |
| FOR SIXTH GRADE BELOW, USE UPSM K-S FOR EIGHTH GRADE BELOW, USE UPSM Middle School From Sth From 8th From 8th From 8th From 9ther grade grade grade grades | | | | | | | | | | | | | • | | • | |
| FOR SIXTH GRADE BELOW, USE UPSM K-5 FOR EIGHTH GRADE BELOW, USE UPSM Middle School FOR EIGHTH GRADE BELOW, USE UPSM Middle School grade grade grades | | | | • | | | | | | | | | • | | | • |
| FOR SIXTH GRADE BELOW, USE UPSM K-5 FOR EIGHTH GRADE BELOW, USE UPSM Middle School From 5th From 8th From other grade grades From 6th From 6th From other | | | | • | | | | | | | | | , | | | • |
| From 5th From 8th From other grade grade grades | | | | | FOR SIXT | H GRADE BEI | LOW, USE UI | PSM K-5 | | | | | | | | • |
| FOR EIGHTH GRADE BELOW, USE UPSIM Middle School From 5th From 8th From 8th From other grade grade grades | | | | | | | | | | | | | • | • | | |
| FOR EIGHTH GRADE BELOW, USE UPSM Middle School From 5th From 8th From other grade grade grades | | | | | | | | | | | | | | | | |
| From 5th From 8th From other grade grade grades | | | | | | | | | FOR EIGHTH G | RADE BELOW | , USE UPSM N | Aiddle School | | | | |
| From 5th From 8th From other grade grade | | | | | | | | | | | | | | | | |
| From 5th From 8th From other grade grade | | | | | | | | | | | | | | | | |
| From 5th From 8th From other grade grade | | | | | | | | | | | | | | | | |
| From 5th From 8th From other grade grade | | | | | | | | | | | | | • | • | | • |
| From 8th grade | • | • | | | | | | | | | | | | | | |
| | | | | | | | From 5th grade | From 8th grade | From other grades | | | | | , | | |

| UNIVER | SITY PREP SCIEN | NCE AND MA | TH DISTRICT | |
|---|--|--------------------------------|----------------------------|--|
| Building | # of Teachers @ end of 2011-12 school year | # of Teachers that left UPA | # of new Teachers hired | # of Teachers at start of school - Fa 2012 |
| K-5 -Fall 2013 | | | | |
| Middle School | | | | |
| High School | | | | - |
| TOTAL | - | • | • | • |
| | | | | |
| Type of Employee | Number @ end of 2011-12 school year | Number that left UPA | # of new hires | Number at start of school - Fall 2012 |
| | 2011-12 school | | # of new hires | |
| Principal | 2011-12 school | | # of new hires | Number at start of school - Fall 2012 - |
| Principal Team Leaders | 2011-12 school | | # of new hires | |
| Principal Team Leaders Special Education | 2011-12 school | | # of new hires | |
| Principal Team Leaders Special Education Specialists | 2011-12 school | | # of new hires | |
| Type of Employee Principal Team Leaders Special Education Specialists Counselors Other Teaching | 2011-12 school | | # of new hires | |

EXHIBIT E Base Rent Schedule

| Lease Year Beginning | Base Rent |
|----------------------|------------------|
| 2,013 | 165,000 |
| 2,014 | 165,000 |
| 2,015 | 165,000 |
| 2,016 | 165,000 |
| 2,017 | 165,000 |
| 2,018 | 165,000 |
| 2,019 | 242,500 |
| 2,020 | 535,000 |
| 2,021 | 535,000 |
| 2,022 | 537,768 |
| 2,023 | 543,052 |
| 2,024 | 548,483 |
| 2,025 | 553,967 |
| 2,026 | 559,507 |
| 2,027 | 565,102 |
| 2.028 | 570.753 |

CERTIFICATE OF USE AND OCCUPANCY TEMPORARY

Michigan Department of Licensing and Regulatory Affairs Bureau of Construction Codes/Building Division P. O. Box 30254 Lansing, MI 48909 (517) 241-9317

Building Permit No. B034403
University Prep Science/Math Elementary School
2251 Antietam
Detroit, Michigan
Wayne County

The above named building of Use Group E and Construction Type 2B is approved for use and occupancy for a period of three (3) months with an expiration date of November 22, 2013.

Conditions:

THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 111.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.

Larry Lehman, Chief

Charles E. Curtis, Assistant Chief

Building Division

August 22, 2013

CERTIFICATE OF USE AND OCCUPANCY

PERMANENT

Michigan Department of Licensing and Regulatory Affairs Bureau of Construction Codes/Building Division P. O. Box 30254 Lansing, MI 48909 (517) 241-9317

Building Permit No. B034403 University Prep Science/Math Elementary School 2251 Antietam Detroit, Michigan Wayne County

The above named building of Use Group E and Construction Type 2B is approved for use and occupancy.

THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 111.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.

Larry Lehman, Chief

Charles E. Curtis, Assistant Chief

Building Division

January 10, 2014